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ABSTRACT

This paper presents four self-contained but interrelated reports concerning new and newly promoted professorial faculty at the University of Maryland at College Park (UMCP). The analyses were part of a study of the promotion and tenure of professorial faculty at UMCP that was conducted in 1990 by the Office of Institutional Studies. The first report, "New Faculty at UMCP, 1982-1988," analyzes selected characteristics of new UMCP tenured or tenure-track faculty, including class, rank, racial/ethnic group, sex, administrative status, and highest degree. The second report, "Newly Promoted Associate Professors, 1982-1990," analyzes selected characteristics of the 298 newly promoted associate professors at UMCP, including year promoted, racial/ethnic group, sex, and highest degree. The third report, "Hired-as-Associate Classes of 1982 to 1987," analyzes the award of tenure and the promotion to professorial rank for the 52 faculty who were hired as associate professors between 1982 and 1987. The fourth report, "Promoted-to-Associate Classes of 1982 to 1987," closely parallels the third by analyzing the promotion of associate professors to professor for those 207 faculty who had been promoted to associate professor between the years 1982 and 1987. Contains four references. (GLR)

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Characteristics of New and of Newly Promoted Professorial Faculty at the University of Maryland at College Park

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January 1991

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Characteristics of New and of Newly Promoted Professorial Faculty at the University of Maryland at College Park

The characteristics of new and of newly promoted professorial faculty at the University of Maryland at College Park (UMCP) have been analyzed, resulting in the attached set of four analytical reports. Each of these reports is self contained, but the reports are also interrelated. The analyses were part of a study of the promotion and tenure of professorial faculty at UMCP that was conducted in 1990 by the Office of Institutional Studies at the request of the Council of Deans.

Population and Sample

Newly hired faculty. The population and sample of newly hired faculty include all faculty hired in the three tenure-track or tenured ranks between October 1, 1981 and September 30, 1988. This population includes faculty in seven "classes"[1]--the class of 1982 through the class of 1988. The members of the population of newly hired faculty were identified from three sources: 1.) lists of new tenure-track faculty developed as a by-product of the annual faculty salary study that is conducted by the Office of

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[1]Members of a class were hired at the rank in question between October 1st of the year preceding the class year to September 30th of the class year. For example, members of the assistant professor class of 1982 had appointment dates as assistant professor that fell between October 1, 1981 and September 30, 1982. This definition is consistent with federal reporting requirements.

Institutional Studies; 2.) a computer file listing all administrators (to identify those who were hired as administrators but with faculty rank); and 3.) a list of all employees who left employment at UMCP as of October 1st of the class year (to identify those who became tenured or tenure-track faculty after September 30th of the preceding year, and who left before October 1st of the class year).

Newly promoted associate professors. The population and sample of newly promoted associate professors include all those promoted to the rank of associate professor in the nine-year period 1982 to 1990. The members of the population of newly promoted faculty were identified from promotion lists prepared annually by the Office of the Vice President for Academic Affairs at UMCP.

Description of Reports

The first report, "New Faculty at UMCP, 1982--1988" analyzes selected characteristics of new UMCP tenured or tenure-track faculty, including class, rank, racial/ethnic group, sex, administrative status, and highest degree.

The second report, "Newly Promoted Associate Professors, 1982--1990," analyzes selected characteristics of the 298 newly promoted associate professors at UMCP who were promoted to that rank between 1982 and 1990, including year promoted, racial/ethnic group, sex, and highest degree.

The third report, "Hired-as-Associate Classes of 1982 to 1987," analyzes the award of tenure and promotion to professor for the 52 faculty who were hired as associate professors in the classes of 1982 to 1987. The fourth report, "Promoted-to-Associate Classes of 1982 to 1987," closely parallels the third. This report analyzes the promotion of associate professors to professor for those 207 faculty who were promoted to associate professor between 1982 and 1987.

New Faculty at UMCP, 1982--1988

From October 1, 1981 to September 30, 1988, 623 faculty were hired for tenure-track or tenured positions at UMCP at the ranks of professor, associate professor, or assistant professor. Some were hired as department chairs or other administrators in addition to their faculty appointments.

Table 1 presents the breakdown of new faculty by year, by rank, by sex, and by racial/ethnic group. The table presents summaries for the three ranks combined for each year, and presents summaries for each rank and for the three ranks for the seven years included in the period. Faculty who were hired between October 1 of one year and September 30 of the next year were counted as being hired in the latter year. Thus, for example, faculty whose appointments began between October 1, 1981 and September 30, 1982 were included among those counted as hired in 1982. This practice is consistent with federal reporting requirements.

New Faculty by Rank

The total number of tenured or tenure-track faculty hired each year varied from 80 in 1987 to 101 in 1982. The total number of professors hired from 1982 to 1988 was 112. The number of professors hired ranged from 10 in 1987 to 21 in 1985. The total number of associate professors hired from 1982 to 1988 was 61. Each year except 1987, there were fewer associate professors hired

than professors; in 1987 10 were hired at each of these ranks. The number of associate professors hired ranged from 6 in 1982 to 10 in 1986 and 1987. The total number of assistant professors hired from 1982 to 1988 was 450. The number of assistant professors hired each year ranged from 52 in 1985 to 81 in 1982.

New Faculty by Racial/Ethnic Group and by Sex

Table 2 presents the racial/ethnic percentages of the new faculty for each sex and for men and women combined, by year and by rank. It also presents the percentages of each sex by year and by rank. In addition, Figures 1 through 3 present the racial/ethnic percentages for each year, and Figures 4 through 6 present the percentage breakdown of men and women for each year.

Distribution by racial/ethnic group. During the seven-year period, the numbers of new faculty from the five racial/ethnic groups were as follows: American Indians--2 (0.3%); Asians--47 (7.5%); Blacks--36 (5.8%); Hispanics--14 (2.2%); and Whites--524 (84.1%). The proportion of Whites among newly hired faculty was largest for professors and smallest for assistant professors.

Of the 112 professors who were hired from 1982 through 1988, 90.2 percent were White. Figure 1 portrays the racial breakdown of new professors for each year. In 1987 and 1988, all new professors were White. The percentage of new professors who were in racial/ethnic groups other than White was largest in 1985 (19.0%).

Of the 61 associate professors who were hired during the seven-year period, 86.9 percent were White. As shown in Figure 2 and in Table 2, the racial breakdown of new associate professors varied from year to year. In 1985 and 1988, all those hired as associate professors were White, but in 1983, 3 of the 9 (33.3%) new associate professors were in other racial/ethnic groups.

At the rank of assistant professor, 82.2 percent of the 450 newly hired faculty were White. Figure 3 and Table 2 indicate that the proportion of Whites among newly hired assistant professors was highest in 1983 (90.1%) and lowest in 1987 (75.0%).

Distribution by sex. Of the 623 new faculty who were hired during the period 1982 through 1988, 150 (24.1%) were women. The proportion of women was smallest among new professors and largest among new assistant professors.

From 1982 through 1988, 13 of the 112 (11.6%) new professors were female. The percentage of women each year ranged from 5.3 percent (1 of 19) in 1986 to 23.1 percent (3 of 13) in 1988. (See Figure 4.)

During the same period, 8 of the 61 (13.1%) new associate professors were female. There were no women hired at this rank in 1982, 1984, or 1986. The largest percentage of women among those hired was 33.3 percent (3 of 9) in 1988. (See Figure 5.)

From 1982 through 1988, 129 of the 450 (28.7%) new assistant professors were female. The percentage female each year ranged

from 21.2 percent (11 of 52) in 1985 to 38.5 percent (25 of 65) in 1986. (See Figure 6.)

Distribution by racial/ethnic group and sex. As indicated in Tables 1 and 2, for the seven-year period for the three ranks combined, the representation of the racial/ethnic groups differed by sex. A larger percentage of men than of women were White or Asian (84.8% of men and 82.0% of women were White; 8.5% of men and 4.7% of women were Asian). A smaller percentage of men than of women were Black (4.4% of men; 10.0% of women).

New Faculty by Academic Unit

Table 3 presents the distribution of newly hired tenured and tenure-track faculty by academic unit and by rank for the seven-year period. Table 4 presents the percentages by rank within each unit and for all units combined. As indicated in Table 3, the largest number of new faculty (N=146, 23.4% of the total) were hired in Arts and Humanities. The next largest contributions to the total were in Engineering (N=87, 14.0% of the total) and in Computer, Mathematical, and Physical Sciences (N=73, 11.7% of the total).

Table 4 indicates that the distribution by rank for all units was 18.0 percent professors, 9.8 percent associate professors, and 72.2 percent assistant professors. Among the units, there were substantial differences in the percentages by rank. For example, in the following units the percentage of professors among new hires

was greater than or equal to 20.0: Architecture (20.0% of 10 cases); Arts and Humanities (24.7% of 146 cases); Behavioral and Social Sciences (21.3% of 61 cases); Health and Human Performance (21.1% of 19 cases); Journalism (20.0% of 10 cases); Life Sciences (22.9% of 35 cases); and Public Affairs (44.4% of 9 cases). In contrast, the percentage of professors among new hires was less than 10.0 in the following units: Business and Management (7.9% of 38 cases); and Computer, Mathematical, and Physical Sciences (8.2% of 73 cases).

The largest percentage of associate professors among those hired was 16.1 percent of 87 cases in Engineering. No associate professors were hired during the seven-year period in Library and Information Services.

The percentage of new assistant professors among those hired was greater than 80.0 in three units: Business and Management (86.8% of 38 cases); Computer, Mathematical, and Physical Sciences (84.9% of 73 cases); and Library and Information Services (81.8% of 11 cases). Assistant professors were less than 65.0 percent of those hired in Arts and Humanities (64.4% of 146 cases) and in Public Affairs (44.4% of 9 cases).

Distribution by unit and racial/ethnic group. As indicated in Tables 5 and 6, the representation of the racial/ethnic groups differed by unit. The largest percentage representation of each

racial/ethnic group was found in the following units: American Indians--3.7 percent of new faculty in Agriculture (2/54); Asians --23.7 percent of new faculty in Business and Management (9/38); Blacks--16.4 percent of new faculty in Behavioral and Social Sciences (10/61); Hispanics--4.5 percent of new faculty in Human Ecology (1/22); and Whites--100.0% of 10 new faculty in Journalism and of 9 new faculty in Public Affairs.

Distribution by unit and sex. Table 7 indicates the distribution of men and women among the units. A number of units hired quite different percentages of the new men than of the new women faculty. For example, 18.0 percent of the newly hired men and 1.3 percent of the newly hired women were in Engineering; 14.4 percent of the men and 3.3 percent of the women were in Computer, Mathematical, and Physical Sciences. Conversely, 19.9 percent of the men and 34.7 percent of the women were in Arts and Humanities; 5.5 percent of the men and 14.7 percent of the women were in Education.

Other Characteristics

Faculty administrators. Among the new faculty, 40 of 623 (6.4%) were hired as administrators. Thirty-six of 112 (32.1%) new professors, 1 of 61 (1.6%) new associate professors, and 3 of 450 (0.7%) new assistant professors were hired as administrators. A larger percentage of new black faculty than of new white faculty were hired as administrators. Four of 36 new Blacks were hired as

administrators (11.1%), compared to 35 of 524 new Whites (6.7%). In addition, 1 of the 2 new American Indian faculty was hired as an administrator.

Of the 150 new women faculty, 5 (3.3%) were hired as administrators, including 4 of the 13 (30.8%) new women professors. Of the 473 new men faculty, 35 (7.4%) were hired as administrators, including 32 of the 99 (32.3%) new men professors. Thus, although relatively few women were hired as administrators, the numbers were in proportion to the number of women hired as professors, the most common rank at which administrators were hired.

Highest degree. Of all newly hired tenured or tenure-track faculty, 53 (8.5%) did not have earned doctorates as of September 1990. Of the 53, 48 were in fields in which a degree other than a doctorate is the terminal degree; the other 5 were distinguished scholars in their fields. The proportions of new faculty without doctorates did not vary substantially by rank. Twelve of 112 (10.7%) new professors, 5 of 61 (8.2%) new associate professors, and 36 of 450 (8.0%) new assistant professors did not have earned doctorates.

Of the new women faculty, 10.7 percent did not have earned doctorates, a somewhat higher percentage than that of men (7.8%) without earned doctorates. This difference in the percentage of men and women having doctorates is accounted for by the fact that a much larger percentage of the new women faculty than of the men

were hired in Arts and Humanities (see Table 7), a unit in which 26.5 percent of newly hired men and 25.0 percent of newly hired women did not have doctorates.

Summary

This report analyzes selected characteristics of new UMCP tenured or tenure-track faculty, including year hired, rank, racial/ethnic group, sex, administrative status, and highest degree. Among the findings are the following:

Of the 623 new tenured or tenure-track faculty who were hired from October 1, 1981 to September 30, 1988, 18.0 percent were professors, 9.8 percent were associate professors, and 72.2 percent were assistant professors.

The racial/ethnic representation of the new faculty was as follows: American Indians--0.3 percent; Asians--7.5 percent; Blacks--5.8 percent; Hispanics--2.2 percent; and Whites--84.1 percent. The proportion of Whites among newly hired faculty was largest for professors and smallest for assistant professors.

Of the new faculty, 24.1 percent were women. The proportion of women was smallest among new professors and largest among new assistant professors. A larger percentage of men than of women were White or Asian; a larger percentage of women than of men were Black.

The largest numbers of new faculty were hired in Arts and Humanities, in Engineering, and in Computer, Mathematical, and Physical Sciences. There were substantial differences among the units in the percentages hired by rank. The representation of the racial/ethnic groups and of men and women differed by unit.

Of the new faculty 6.4 percent were hired as administrators and 8.5 percent did not have earned doctorates.

Table 1

New UMCP Tenured or Tenure-Track Faculty, 1982--1988: Distribution by Racial/Ethnic Group and Sex, by Rank and Year

1982

	Professor			*Associate*			*Assistant*			*Three Ranks*		
	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
Am. Indian			0			0		1	1	0	1	1
Asian	2		2	1		1	7	1	8	10	1	11
Black			0			0	2	2	4	2	2	4
Hispanic			0			0			0	0	0	0
White	10	2	12	5		5	51	17	68	66	19	85
Total	12	2	14	6	0	6	60	21	81	78	23	101

1983

	Professor			*Associate*			*Assistant*			*Three Ranks*		
	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
Am. Indian			0			0			0	0	0	0
Asian			0	2		2	3	1	4	5	1	6
Black	2		2	1		1		1	1	3	1	4
Hispanic			0			0	1	1	2	1	1	2
White	14	2	16	4	2	6	43	21	64	61	25	86
Total	16	2	18	7	2	9	47	24	71	70	28	98

1984

	Professor			*Associate*			*Assistant*			*Three Ranks*		
	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
Am. Indian			0			0			0	0	0	0
Asian	1		1			0	3		3	4	0	4
Black			0	1		1	2	4	6	3	4	7
Hispanic			0	1		1			0	1	0	1
White	15	1	16	6		6	41	11	52	62	12	74
Total	16	1	17	8	0	8	46	15	61	70	16	86

1985

	Professor			*Associate*			*Assistant*			*Three Ranks*		
	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
Am. Indian	1		1			0			0	1	0	1
Asian			0			0	3	1	4	3	1	4
Black	1		1			0	3	1	4	4	1	5
Hispanic	2		2			0			0	2	0	2
White	14	3	17	7	2	9	35	9	44	56	14	70
Total	18	3	21	7	2	9	41	11	52	66	16	82

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Table 1 (cont.)

New UMCP Tenured or Tenure-Track Faculty, 1982--1988: Distribution by Racial/Ethnic Group and Sex, by Rank and Year

1986

	Professor			*Associate*			*Assistant*			*Three Ranks*		
	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
Am. Indian			0			0			0	0	0	0
Asian			0	1		1	7	1	8	8	1	9
Black	2		2			0	2	2	4	4	2	6
Hispanic			0			0	2		2	2	0	2
White	16	1	17	9		9	29	22	51	54	23	77
Total	18	1	19	10	0	10	40	25	65	68	26	94

1987

	Professor			*Associate*			*Assistant*			*Three Ranks*		
	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
Am. Indian			0			0			0	0	0	0
Asian			0			0	6	1	7	6	1	7
Black			0	1		1	2	1	3	3	1	4
Hispanic			0			0	3	2	5	3	2	5
White	9	1	10	8	1	9	33	12	45	50	14	64
Total	9	1	10	9	1	10	44	16	60	62	18	80

1988

	Professor			*Associate*			*Assistant*			*Three Ranks*		
	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
Am. Indian			0			0			0	0	0	0
Asian			0			0	4	2	6	4	2	6
Black			0			0	2	4	6	2	4	6
Hispanic			0			0	1	1	2	1	1	2
White	10	3	13	6	3	9	36	10	46	52	16	68
Total	10	3	13	6	3	9	43	17	60	59	23	82

1982--1988

	Professor			*Associate*			*Assistant*			*Three Ranks*		
	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
Am. Indian	1	0	1	0	0	0	0	1	1	1	1	2
Asian	3	0	3	4	0	4	33	7	40	40	7	47
Black	5	0	5	3	0	3	13	15	28	21	15	36
Hispanic	2	0	2	1	0	1	7	4	11	10	4	14
White	88	13	101	45	8	53	268	102	370	401	123	524
Total	99	13	112	53	8	61	321	129	450	473	150	623

Table 2

New UMCP Tenured or Tenure-Track Faculty, 1982--1988: Percentages by Racial/Ethnic Group and Sex, by Rank and Year

1982

	Professor			*Associate*			*Assistant*			*Three Ranks*		
	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
Am. Indian	0.0%	0.0%	0.0%	0.0%		0.0%	0.0%	4.8%	1.2%	0.0%	4.3%	1.0%
Asian	16.7	0.0	14.3	16.7		16.7	11.7	4.8	9.9	12.8	4.3	10.9
Black	0.0	0.0	0.0	0.0		0.0	3.3	9.5	4.9	2.6	8.7	4.0
Hispanic	0.0	0.0	0.0	0.0		0.0	0.0	0.0	0.0	0.0	0.0	0.0
White	83.3	100.0	85.7	83.3		83.3	85.0	81.0	84.0	84.6	82.6	84.2
Total	12	2	14	6	0	6	60	21	81	78	23	101
Percentage by Sex	85.7%	14.3%		100.0%	0.0%		74.1%	25.9%		77.2%	22.8%	

1983

	Professor			*Associate*			*Assistant*			*Three Ranks*		
	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
Am. Indian	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Asian	0.0	0.0	0.0	28.6	0.0	22.2	6.4	4.2	5.6	7.1	3.6	6.1
Black	12.5	0.0	11.1	14.3	0.0	11.1	0.0	4.2	1.4	4.3	3.6	4.1
Hispanic	0.0	0.0	0.0	0.0	0.0	0.0	2.1	4.2	2.8	1.4	3.6	2.0
White	87.5	100.0	88.9	57.1	100.0	66.7	91.5	87.5	90.1	87.1	89.3	87.8
Total	16	2	18	7	2	9	47	24	71	70	28	98
Percentage by Sex	88.9%	11.1%		77.8%	22.2%		66.2%	33.8%		71.4%	28.6%	

1984

	Professor			*Associate*			*Assistant*			*Three Ranks*		
	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
Am. Indian	0.0%	0.0%	0.0%	0.0%		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Asian	6.3	0.0	5.9	0.0		0.0	6.5	0.0	4.9	5.7	0.0	4.7
Black	0.0	0.0	0.0	12.5		12.5	4.3	26.7	9.8	4.3	25.0	8.1
Hispanic	0.0	0.0	0.0	12.5		12.5	0.0	0.0	0.0	1.4	0.0	1.2
White	93.8	100.0	94.1	75.0		75.0	89.1	73.3	85.2	88.6	75.0	86.0
Total	16	1	17	8	0	8	46	15	61	70	16	86
Percentage by Sex	94.1%	5.9%		100.0%	0.0%		75.4%	24.6%		81.4%	18.6%	

1985

	Professor			*Associate*			*Assistant*			*Three Ranks*		
	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
Am. Indian	5.6%	0.0%	4.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.5%	0.0%	1.2%
Asian	0.0	0.0	0.0	0.0	0.0	0.0	7.3	9.1	7.7	4.5	6.3	4.9
Black	5.6	0.0	4.8	0.0	0.0	0.0	7.3	9.1	7.7	6.1	6.3	6.1
Hispanic	11.1	0.0	9.5	0.0	0.0	0.0	0.0	0.0	0.0	3.0	0.0	2.4
White	77.8	100.0	81.0	100.0	100.0	100.0	85.4	81.8	84.6	84.8	87.5	85.4
Total	18	3	21	7	2	9	41	11	52	66	16	82
Percentage by Sex	85.7%	14.3%		77.8%	22.2%		78.8%	21.2%		80.5%	19.5%	

Table 2 (cont.)

New UMCP Tenured or Tenure-Track Faculty, 1982--1988: Percentages by Racial/Ethnic Group and Sex, by Rank and Year

1986

	Professor			*Associate*			*Assistant*			*Three Ranks*		
	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
Am. Indian	0.0%	0.0%	0.0%	0.0%		0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Asian	0.0	0.0	0.0	10.0		10.0	17.5	4.0	12.3	11.8	3.8	9.6
Black	11.1	0.0	10.5	0.0		0.0	5.0	8.0	6.2	5.9	7.7	6.4
Hispanic	0.0	0.0	0.0	0.0		0.0	5.0	0.0	3.1	2.9	0.0	2.1
White	88.9	100.0	89.5	90.0		90.0	72.5	88.0	78.5	79.4	88.5	81.9
Total	18	1	19	10	0	10	40	25	65	68	26	94
Percentage by Sex	94.7%	5.3%		100.0%	0.0%		61.5%	38.5%		72.3%	27.7%	

1987

	Professor			*Associate*			*Assistant*			*Three Ranks*		
	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
Am. Indian	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Asian	0.0	0.0	0.0	0.0	0.0	0.0	13.6	6.3	11.7	9.7	5.6	8.8
Black	0.0	0.0	0.0	11.1	0.0	10.0	4.5	6.3	5.0	4.8	5.6	5.0
Hispanic	0.0	0.0	0.0	0.0	0.0	0.0	6.8	12.5	8.3	4.8	11.1	6.3
White	100.0	100.0	100.0	88.9	100.0	90.0	75.0	75.0	75.0	80.6	77.8	80.0
Total	9	1	10	9	1	10	44	16	60	62	18	80
Percentage by Sex	90.0%	10.0%		90.0%	10.0%		73.3%	26.7%		77.5%	22.5%	

1988

	Professor			*Associate*			*Assistant*			*Three Ranks*		
	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
Am. Indian	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Asian	0.0	0.0	0.0	0.0	0.0	0.0	9.3	11.8	10.0	6.8	8.7	7.3
Black	0.0	0.0	0.0	0.0	0.0	0.0	4.7	23.5	10.0	3.4	17.4	7.3
Hispanic	0.0	0.0	0.0	0.0	0.0	0.0	2.3	5.9	3.3	1.7	4.3	2.4
White	100.0	100.0	100.0	100.0	100.0	100.0	83.7	58.8	76.7	88.1	69.6	82.9
Total	10	3	13	6	3	9	43	17	60	59	23	82
Percentage by Sex	76.9%	23.1%		66.7%	33.3%		71.7%	28.3%		72.0%	28.0%	

1982--1988

	Professor			*Associate*			*Assistant*			*Three Ranks*		
	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
Am. Indian	1.0%	0.0%	0.9%	0.0%	0.0%	0.0%	0.0%	0.8%	0.2%	0.2%	0.7%	0.3%
Asian	3.0	0.0	2.7	7.5	0.0	6.6	10.3	5.4	8.9	8.5	4.7	7.5
Black	5.1	0.0	4.5	5.7	0.0	4.9	4.0	11.6	6.2	4.4	10.0	5.8
Hispanic	2.0	0.0	1.8	1.9	0.0	1.6	2.2	3.1	2.4	2.1	2.7	2.2
White	88.9	100.0	90.2	84.9	100.0	86.9	83.5	79.1	82.2	84.8	82.0	84.1
Total	99	13	112	53	8	61	321	129	450	473	150	623
Percentage by Sex	88.4%	11.6%		86.9%	13.1%		71.3%	28.7%		75.9%	24.1%	

Table 3

New UMCP Tenured or Tenure-Track Faculty, 1982--1988: Distribution of Cases by Unit and Rank

Unit	*Professor*	*Associate*	*Assistant*	*Three Ranks*	Unit Percent
Agriculture	6	7	41	54	8.7%
Architecture	2	1	7	10	1.6
Arts & Humanities	36	16	94	146	23.4
Behavioral & Social Sciences	13	5	43	61	9.8
Business & Management	3	2	33	38	6.1
Computer, Math. & Phys. Sciences	6	5	62	73	11.7
Education	8	2	38	48	7.7
Engineering	15	14	58	87	14.0
Health & Human Performance	4	2	13	19	3.0
Human Ecology	3	3	16	22	3.5
Journalism	2	1	7	10	1.6
Library & Information Services	2		9	11	1.8
Life Sciences	8	2	25	35	5.6
Public Affairs	4	1	4	9	1.4
All Units	112	61	450	623	100.0%

Table 4

New UMCP Tenured or Tenure-Track Faculty, 1982--1988: Percentages by Rank Within Unit

Unit	*Professor*	*Associate*	*Assistant*	Total N
Agriculture	11.1%	13.0%	75.9%	54
Architecture	20.0	10.0	70.0	10
Arts & Humanities	24.7	11.0	64.4	146
Behavioral & Social Sciences	21.3	8.2	70.5	61
Business & Management	7.9	5.3	86.8	38
Computer, Math. & Phys. Sciences	8.2	6.8	84.9	73
Education	16.7	4.2	79.2	48
Engineering	17.2	16.1	66.7	87
Health & Human Performance	21.1	10.5	68.4	19
Human Ecology	13.6	13.6	72.7	22
Journalism	20.0	10.0	70.0	10
Library & Information Services	18.2	0.0	81.8	11
Life Sciences	22.9	5.7	71.4	35
Public Affairs	44.4	11.1	44.4	9
All Units	18.0	9.8	72.2	623

Table 5

New UMCP Tenured or Tenure-Track Faculty, 1982--1988:
Distribution of Cases by Unit and Racial/Ethnic Group

Unit	Am. Indian	Asian	Black	Hispanic	White	All Cases
Agriculture	2		4	1	47	54
Architecture		2			8	10
Arts & Humanities		3	7	6	130	146
Behavioral & Social Sciences		4	10	2	45	61
Business & Management		9	1		28	38
Computer, Math. & Phys. Sciences		7	2	1	63	73
Education			4	1	43	48
Engineering		17	4	2	64	87
Health & Human Performance			2		17	19
Human Ecology		1	1	1	19	22
Journalism					10	10
Library & Information Services		2	1		8	11
Life Sciences		2			33	35
Public Affairs					9	9
All Units	2	47	36	14	524	623

Table 6

New UMCP Tenured or Tenure-Track Faculty, 1982--1988:
Percentages by Racial/Ethnic Group Within Unit

Unit	Am. Indian	Asian	Black	Hispanic	White	Total N
Agriculture	3.7%		7.4%	1.9%	87.0%	54
Architecture		20.0%			80.0	10
Arts & Humanities		2.1	4.8	4.1	89.0	146
Behavioral & Social Sciences		6.6	16.4	3.3	73.8	61
Business & Management		23.7	2.6		73.7	38
Computer, Math. & Phys. Sciences		9.6	2.7	1.4	86.3	73
Education			8.3	2.1	89.6	48
Engineering		19.5	4.6	2.3	73.6	87
Health & Human Performance			10.5		89.5	19
Human Ecology		4.5	4.5	4.5	86.4	22
Journalism					100.0	10
Library & Information Services		18.2	9.1		72.7	11
Life Sciences		5.7			94.3	35
Public Affairs					100.0	9
All Units	0.3	7.5	5.8	2.2	84.1	623

Table 7

New UMCP Tenured or Tenure-Track Faculty, 1982--1988:
Distribution of Cases by Unit and Sex

Unit	Men		Women		All Cases	
Agriculture	48	10.1%	6	4.0%	54	8.7%
Architecture	8	1.7	2	1.3	10	1.6
Arts & Humanities	94	19.9	52	34.7	146	23.4
Behavioral & Social Sciences	43	9.1	18	12.0	61	9.8
Business & Management	31	6.6	7	4.7	38	6.1
Computer, Math. & Phys. Sciences	68	14.4	5	3.3	73	11.7
Education	26	5.5	22	14.7	48	7.7
Engineering	85	18.0	2	1.3	87	14.0
Health & Human Performance	12	2.5	7	4.7	19	3.0
Human Ecology	10	2.1	12	8.0	22	3.5
Journalism	6	1.3	4	2.7	10	1.6
Library & Information Services	4	0.8	7	4.7	11	1.8
Life Sciences	32	6.8	3	2.0	35	5.6
Public Affairs	6	1.3	3	2.0	9	1.4
All Units	473	100.0%	150	100.0%	623	100.0%

Figure 1

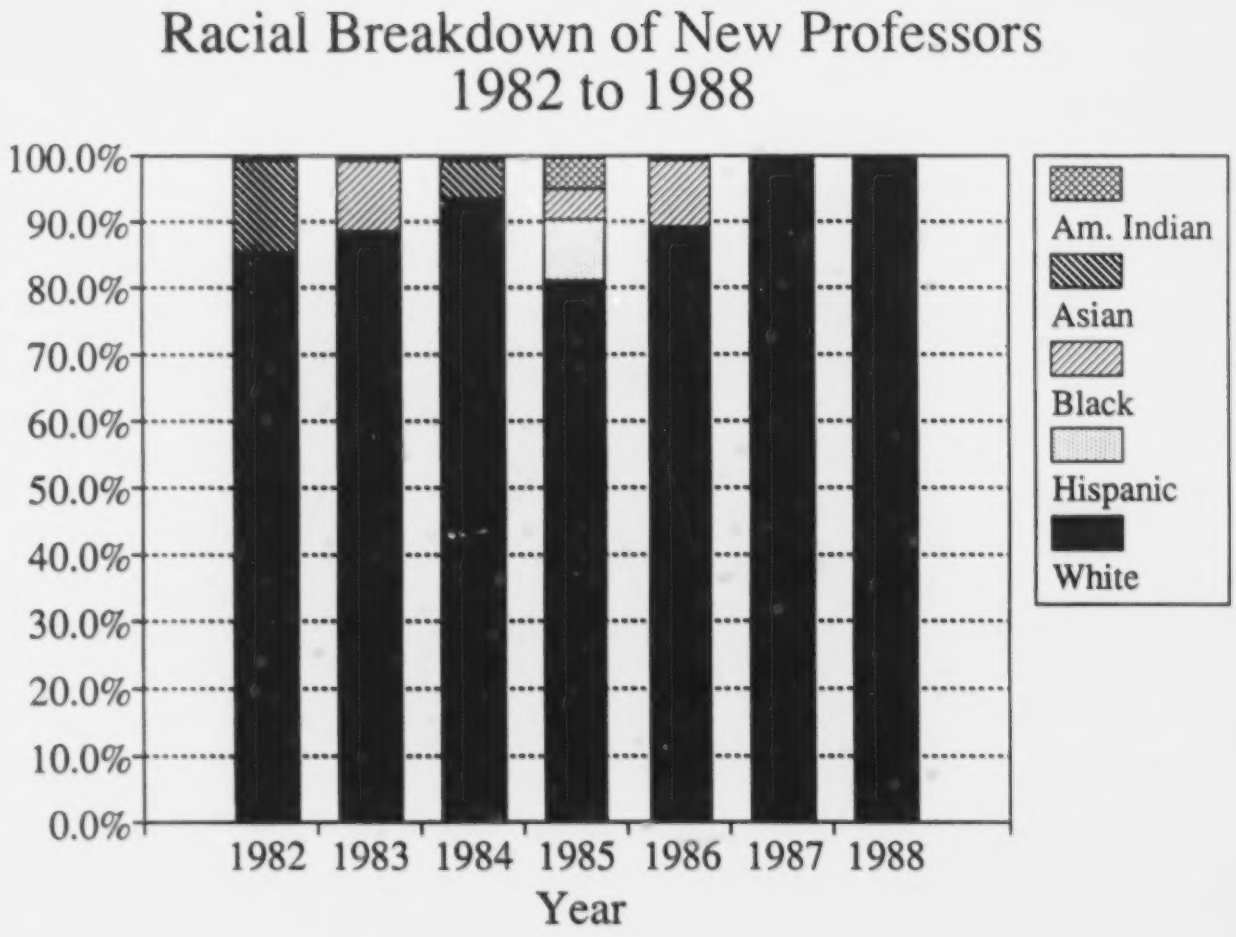

Racial Breakdown of New Professors
1982 to 1988
100.0%
90.0%
80.0%
70.0%
60.0%
50.0%
40.0%
30.0%
20.0%
10.0%
0.0%
1982
1983
1984
1985
1986
1987
1988
Year
Am. Indian
Asian
Black
Hispanic
White

Figure 2

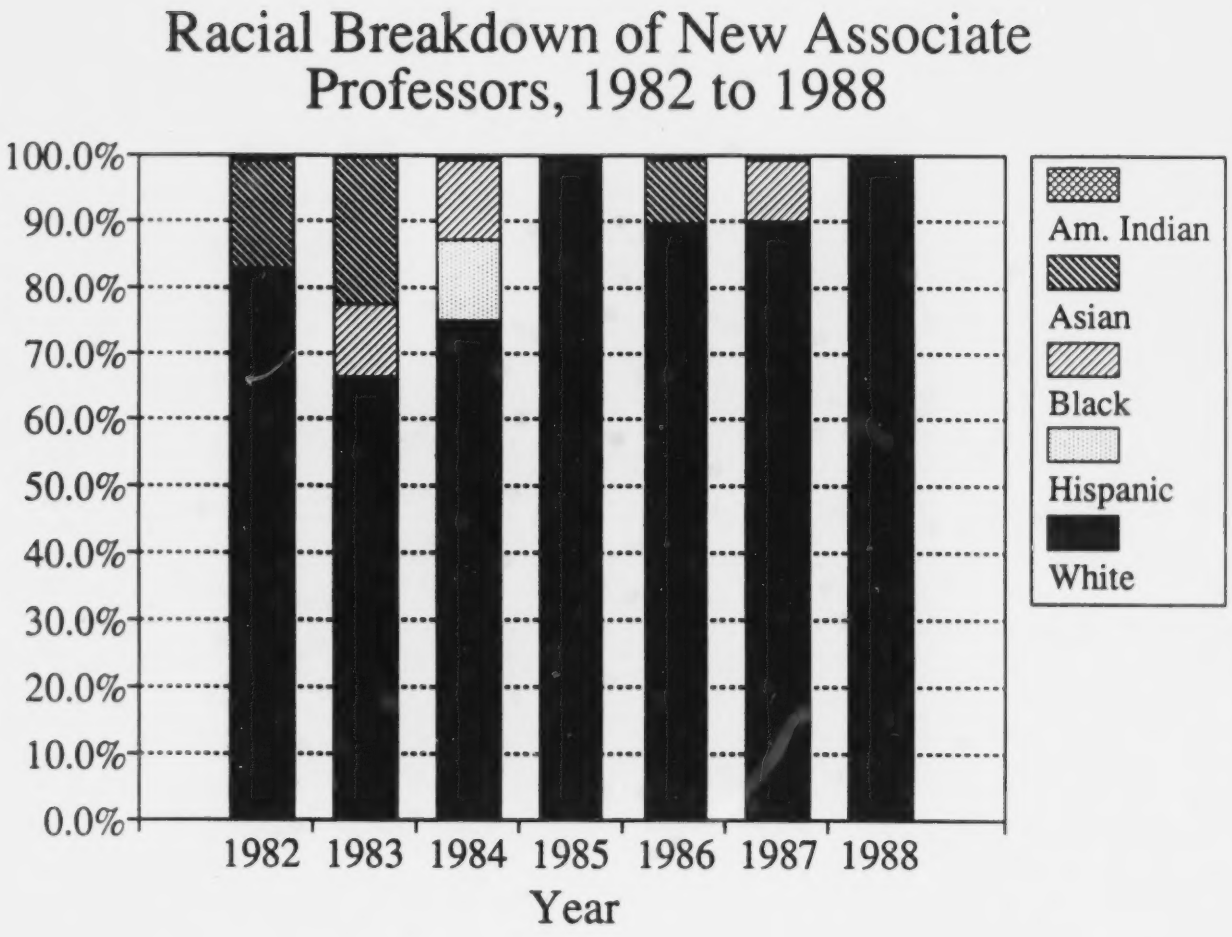

Racial Breakdown of New Associate Professors, 1982 to 1988
100.0%
90.0%
80.0%
70.0%
60.0%
50.0%
40.0%
30.0%
20.0%
10.0%
0.0%
1982
1983
1984
1985
1986
1987
1988
Year
Am. Indian
Asian
Black
Hispanic
White

Figure 3

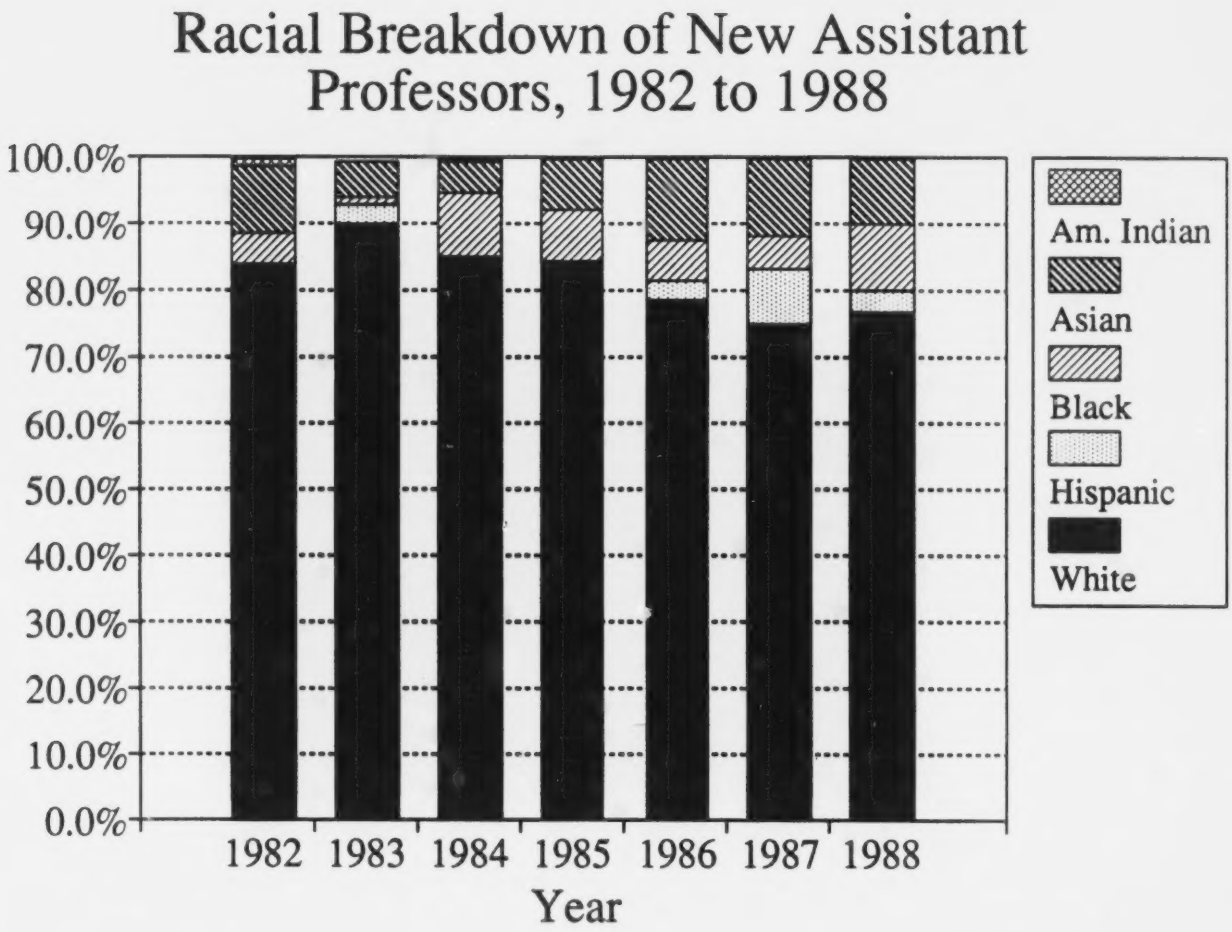

Racial Breakdown of New Assistant Professors, 1982 to 1988
100.0%
90.0%
80.0%
70.0%
60.0%
50.0%
40.0%
30.0%
20.0%
10.0%
0.0%
1982
1983
1984
1985
1986
1987
1988
Year
Am. Indian
Asian
Black
Hispanic
White

Figure 4

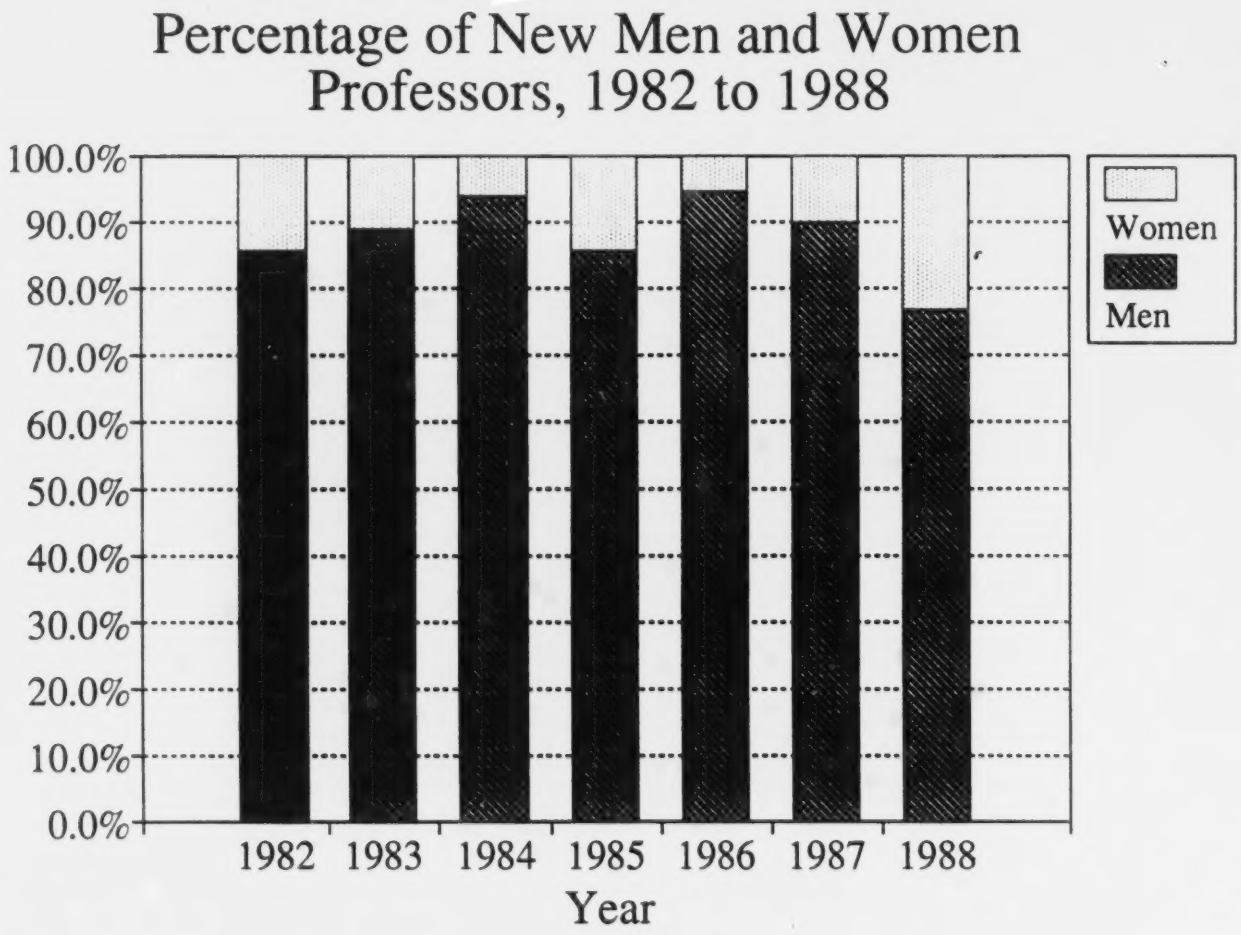

Percentage of New Men and Women Professors, 1982 to 1988
100.0%
90.0%
80.0%
70.0%
60.0%
50.0%
40.0%
30.0%
20.0%
10.0%
0.0%
1982
1983
1984
1985
1986
1987
1988
Year
Women
Men

Figure 5

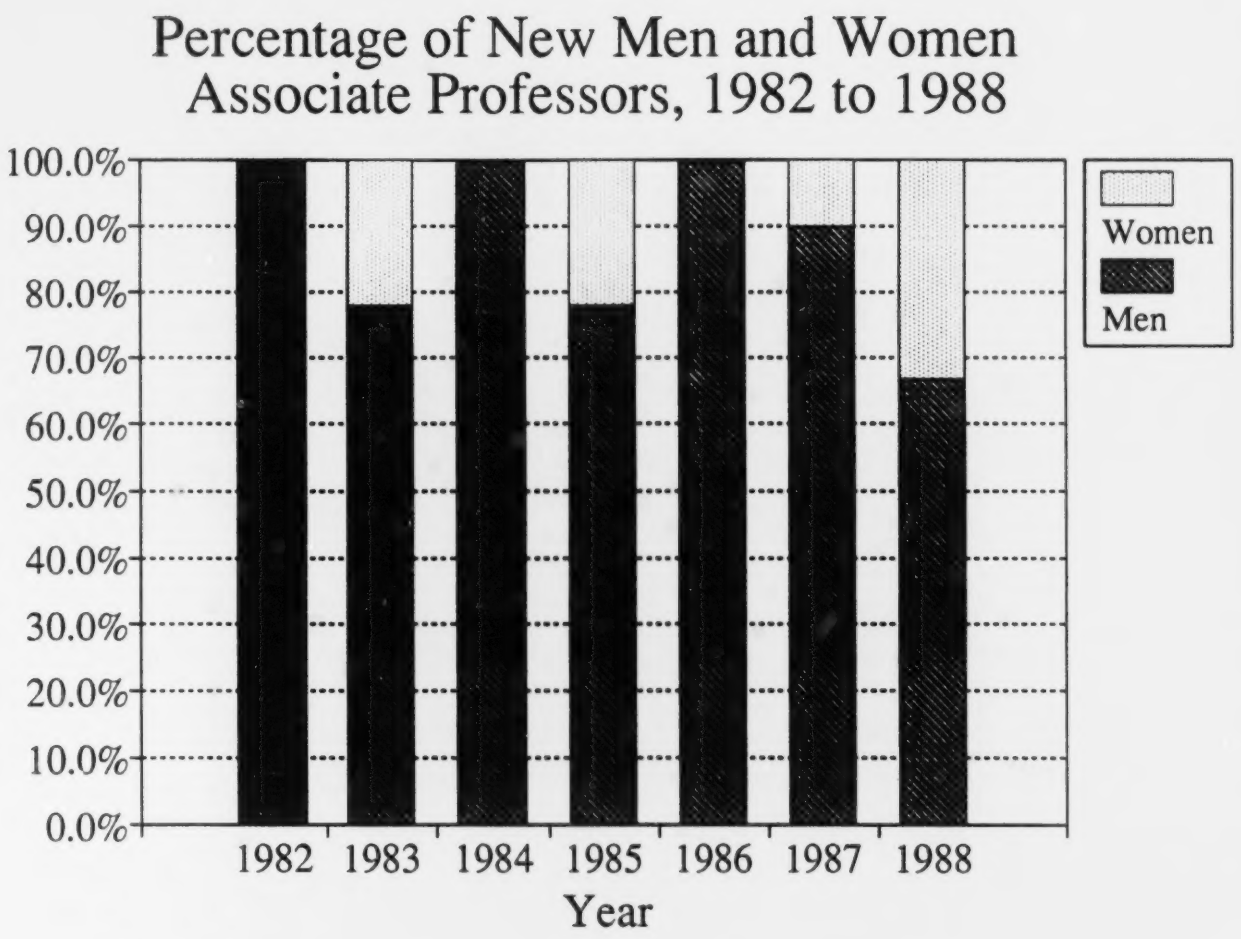
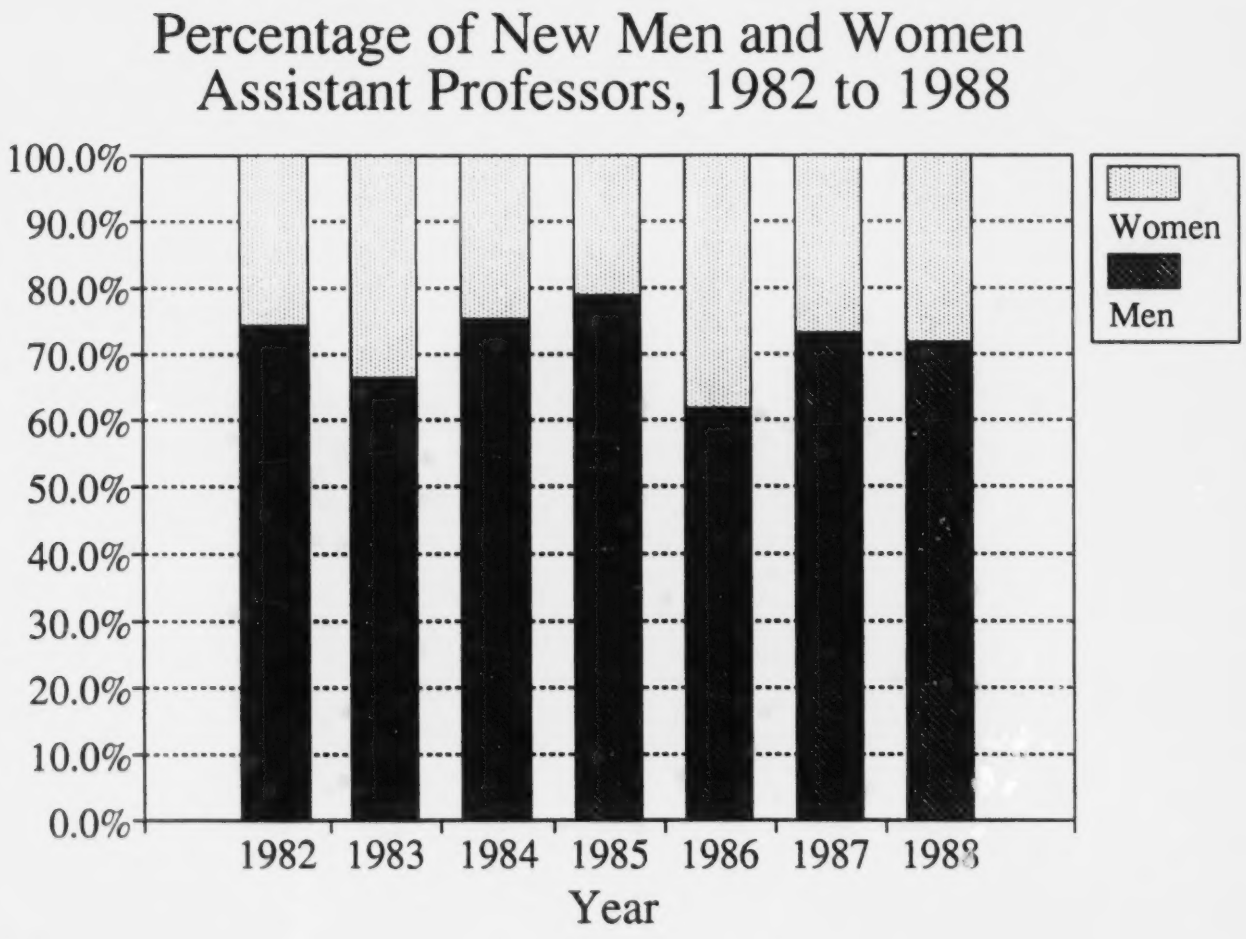

Percentage of New Men and Women Associate Professors, 1982 to 1988
100.0%
90.0%
80.0%
70.0%
60.0%
50.0%
40.0%
30.0%
20.0%
10.0%
0.0%
1982
1983
1984
1985
1986
1987
1988
Year
Women
Men

Figure 6


Percentage of New Men and Women Assistant Professors, 1982 to 1988
100.0%
90.0%
80.0%
70.0%
60.0%
50.0%
40.0%
30.0%
20.0%
10.0%
0.0%
1982
1983
1984
1985
1986
1987
1988
Year
Women
Men

Newly Promoted Associate Professors, 1982--1990

Between 1982 and 1990, 298 faculty were promoted to associate professor at UMCP. Table 1 presents the breakdown of newly promoted faculty by year, by sex, and by racial/ethnic group. The table includes a summary for the nine-year period. The number of faculty promoted each year varied from 22 in 1982 to 46 in 1983.

Newly Promoted Faculty by Racial/Ethnic Group and by Sex

Distribution by racial/ethnic group. During the nine-year period, the numbers and percentages of promoted faculty from the five racial/ethnic groups were as follows: American Indians--1 (0.3%); Asians--25 (8.4%); Blacks--12 (4.0%); Hispanics--4 (1.3%); and Whites--256 (85.9%). Figure 1 portrays the racial breakdown of newly promoted associate professors for each year. The percentage of newly promoted faculty who were in racial/ethnic groups other than White was largest in 1983 (21.7%) and smallest in 1989 (6.3%).

Distribution by sex. Of the 298 newly promoted faculty, 81 (27.2%) were women. The percentage of women each year ranged from a low of 20.0 percent (5 of 25) in 1990 to a high of 45.5 percent (10 of 22) in 1982. (See Figure 2.)

Distribution by racial/ethnic group and sex. As indicated in Table 1, for the nine-year period the representation of the racial/ethnic groups differed by sex. A larger percentage of men

than of women were Asian (10.6% of men and 2.5% of women). A smaller percentage of men than of women were Black or Hispanic (2.8% of men and 7.4% of women were Black; 0.5% of men and 3.7% of women were Hispanic).

Newly Promoted Faculty by Academic Unit

The largest number of newly promoted associate professors for the nine-year period was in Arts and Humanities--76 of 298 (25.5%). The second largest number was 46 (15.4%) in Computer, Mathematical, and Physical Sciences. No faculty were promoted to associate professor in Public Affairs. (See Tables 2, 3, and 4.)

Distribution by unit and racial/ethnic group. As indicated in Tables 2 and 3, the representation of the racial/ethnic groups differed by unit. The largest percentage representation of each racial/ethnic group was found in the following units: American Indians--3.4 percent of newly promoted faculty in Behavioral and Social Sciences (1/29); Asians--34.5 percent of those in Engineering (10/29); Blacks--10.3 percent of those in Behavioral and Social Sciences (3/29); Hispanics--3.9 percent of those in Arts and Humanities (3/76); and Whites--100.0% of those in Architecture, Health and Human Performance, Human Ecology, Journalism, and Library and Information Services.

Distribution by unit and sex. Table 4 indicates the distribution of men and women among the units. A number of units accounted for quite different percentages of the newly promoted men

than of the newly promoted women faculty. For example 18.4 percent of the men and 7.4 percent of the women were in Computer, Mathematical, and Physical Sciences; 12.9 percent of the men and 1.2 percent of the women were in Engineering. Conversely, 21.7 percent of the men and 35.8 percent of the women were in Arts and Humanities; 4.6 percent of the men and 19.8 percent of the women were in Education.

Highest Degree

Of all newly promoted associate professors, 15 (5.0%) did not have earned doctorates as of September 1990. Of the 15, 14 were in fields in which a degree other than a doctorate is the terminal degree; the other faculty member had a degree of Juris Doctor which is considered a first professional degree. All of those without earned doctorates were White. Of the newly promoted women faculty, 5 (6.2%) did not have earned doctorates, a slightly higher percentage than that of men (4.6%) without earned doctorates.

Summary

This report analyzes selected characteristics of newly promoted associate professors at UMCP who were promoted to that rank between 1982 and 1990, including year promoted, racial/ethnic group, sex, and highest degree. Among the findings are the following:

The racial/ethnic representation was as follows: American Indians--0.3 percent; Asians--8.4 percent; Blacks--4.0 percent; Hispanics--1.3 percent; and Whites--85.9 percent.

Of the newly promoted faculty, 27.2 percent were women. A larger percentage of men than of women were Asian; a larger percentage of women than of men were Black or Hispanic.

The largest numbers of newly promoted faculty were in Arts and Humanities and in Computer, Mathematical, and Physical Sciences. No faculty were promoted to associate professor in Public Affairs.

The representation of the racial/ethnic groups and of men and women differed by unit.

Of the newly promoted associate professors, 5.0 percent did not have earned doctorates.

Table 1

Newly Promoted Associate Professors, 1982--1990: Distribution by Racial/Ethnic Group, Sex, and Year

Numbers

1982

	Men	Women	Total
Am. Indian			0
Asian	2		2
Black			0
Hispanic			0
White	10	10	20
Total	12	10	22

1983

	Men	Women	Total
Am. Indian			0
Asian	4		4
Black	3	2	5
Hispanic		1	1
White	27	9	36
Total	34	12	46

1984

	Men	Women	Total
Am. Indian			0
Asian	3		3
Black	1		1
Hispanic		1	1
White	26	9	35
Total	30	10	40

1985

	Men	Women	Total
Am. Indian			0
Asian	1	2	3
Black		1	1
Hispanic		1	1
White	21	5	26
Total	22	9	31

Percentages

1982

	Men	Women	Total
Am. Indian	0.0%	0.0%	0.0%
Asian	16.7	0.0	9.1
Black	0.0	0.0	0.0
Hispanic	0.0	0.0	0.0
White	83.3	100.0	90.9
Total	12	10	22
Percentage by Sex	54.5%	45.5%	

1983

	Men	Women	Total
Am. Indian	0.0%	0.0%	0.0%
Asian	11.8	0.0	8.7
Black	8.8	16.7	10.9
Hispanic	0.0	8.3	2.2
White	79.4	75.0	78.3
Total	34	12	46
Percentage by Sex	73.9%	26.1%	

1984

	Men	Women	Total
Am. Indian	0.0%	0.0%	0.0%
Asian	10.0	0.0	7.5
Black	3.3	0.0	2.5
Hispanic	0.0	10.0	2.5
White	86.7	90.0	87.5
Total	30	10	40
Percentage by Sex	75.0%	25.0%	

1985

	Men	Women	Total
Am. Indian	0.0%	0.0%	0.0%
Asian	4.5	22.2	9.7
Black	0.0	11.1	3.2
Hispanic	0.0	11.1	3.2
White	95.5	55.6	83.9
Total	22	9	31
Percentage by Sex	71.0%	29.0%	

Table 1 (cont.)

Newly Promoted Associate Professors, 1982--1990: Distribution by Racial/Ethnic Group, Sex, and Year

Numbers

1986

	Men	Women	Total
Am. Indian			0
Asian	3		3
Black		1	1
Hispanic	1		1
White	14	9	23
Total	18	10	28

1987

	Men	Women	Total
Am. Indian	1		1
Asian	3		3
Black			0
Hispanic			0
White	26	10	36
Total	30	10	40

1988

	Men	Women	Total
Am. Indian			0
Asian	5		5
Black		1	1
Hispanic			0
White	22	6	28
Total	27	7	34

1989

	Men	Women	Total
Am. Indian			0
Asian	2		2
Black			0
Hispanic			0
White	22	8	30
Total	24	8	32

Percentages

1986

	Men	Women	Total
Am. Indian	0.0%	0.0%	0.0%
Asian	16.7	0.0	10.7
Black	0.0	10.0	3.6
Hispanic	5.6	0.0	3.6
White	77.8	90.0	82.1
Total	18	10	28
Percentage by Sex	64.3%	35.7%	

1987

	Men	Women	Total
Am. Indian	3.3%	0.0%	2.5%
Asian	10.0	0.0	7.5
Black	0.0	0.0	0.0
Hispanic	0.0	0.0	0.0
White	86.7	100.0	90.0
Total	30	10	40
Percentage by Sex	75.0%	25.0%	

1988

	Men	Women	Total
Am. Indian	0.0%	0.0%	0.0%
Asian	18.5	0.0	14.7
Black	0.0	14.3	2.9
Hispanic	0.0	0.0	0.0
White	81.5	85.7	82.4
Total	27	7	34
Percentage by Sex	79.4%	20.6%	

1989

	Men	Women	Total
Am. Indian	0.0%	0.0%	0.0%
Asian	8.3	0.0	6.3
Black	0.0	0.0	0.0
Hispanic	0.0	0.0	0.0
White	91.7	100.0	93.8
Total	24	8	32
Percentage by Sex	75.0%	25.0%	

Table 1 (cont.)

Newly Promoted Associate Professors, 1982--1990: Distribution by Racial/Ethnic Group, Sex, and Year

Numbers

1990

	Men	Women	Total
Am. Indian			0
Asian			0
Black	2	1	3
Hispanic			0
White	18	4	22
Total	20	5	25

1982--1990

	Men	Women	Total
Am. Indian	1	0	1
Asian	23	2	25
Black	6	6	12
Hispanic	1	3	4
White	186	70	256
Total	217	81	298

Percentages

1990

	Men	Women	Total
Am. Indian	0.0%	0.0%	0.0%
Asian	0.0	0.0	0.0
Black	10.0	20.0	12.0
Hispanic	0.0	0.0	0.0
White	90.0	80.0	88.0
Total	20	5	25
Percentage by Sex	80.0%	20.0%	

1982--1990

	Men	Women	Total
Am. Indian	0.5%	0.0%	0.3%
Asian	10.6	2.5	8.4
Black	2.8	7.4	4.0
Hispanic	0.5	3.7	1.3
White	85.7	86.4	85.9
Total	217	81	298
Percentage by Sex	72.8%	27.2%	

Table 2

Newly Promoted Associate Professors, 1982--1990: Distribution of Cases by Unit and Racial/Ethnic Group

Unit	Am. Indian	Asian	Black	Hispanic	White	All Cases
Agriculture			1		28	29
Architecture					3	3
Arts & Humanities		2	7	3	64	76
Behavioral & Social Sciences	1	1	3		24	29
Business & Management		3			10	13
Computer, Math. & Phys. Sciences		6	1		39	46
Education				1	25	26
Engineering		10			19	29
Health & Human Performance					9	9
Human Ecology					11	11
Journalism					3	3
Library & Information Services					2	2
Life Sciences		3			19	22
Public Affairs						0
All Units	1	25	12	4	256	298

Table 3

Newly Promoted Associate Professors, 1982--1990: Percentages by Racial/Ethnic Group Within Unit

Unit	Am. Indian	Asian	Black	Hispanic	White	Total N
Agriculture			3.4%		96.6%	29
Architecture					100.0	3
Arts & Humanities		2.6%	9.2	3.9%	84.2	76
Behavioral & Social Sciences	3.4%	3.4	10.3		82.8	29
Business & Management		23.1			76.9	13
Computer, Math. & Phys. Sciences		13.0	2.2		84.8	46
Education				3.8	96.2	26
Engineering		34.5			65.5	29
Health & Human Performance					100.0	9
Human Ecology					100.0	11
Journalism					100.0	3
Library & Information Services					100.0	2
Life Sciences		13.6			86.4	22
Public Affairs						0
All Units	0.3	8.4	4.0	1.3	85.9	298

Table 4

Newly Promoted Associate Professors, 1982--1990: Distribution of Cases by Unit and Sex

Unit	Men		Women		All Cases	
Agriculture	24	11.1%	5	6.2%	29	9.7%
Architecture	3	1.4		0.0	3	1.0
Arts & Humanities	47	21.7	29	35.8	76	25.5
Behavioral & Social Sciences	20	9.2	9	11.1	29	9.7
Business & Management	11	5.1	2	2.5	13	4.4
Computer, Math. & Phys. Sciences	40	18.4	6	7.4	46	15.4
Education	10	4.6	16	19.8	26	8.7
Engineering	28	12.9	1	1.2	29	9.7
Health & Human Performance	6	2.8	3	3.7	9	3.0
Human Ecology	5	2.3	6	7.4	11	3.7
Journalism	3	1.4		0.0	3	1.0
Library & Information Services	1	0.5	1	1.2	2	0.7
Life Sciences	19	8.8	3	3.7	22	7.4
Public Affairs		0.0		0.0	0	0.0
All Units	217	100.0%	81	100.0%	298	100.0%

Racial Breakdown of Newly Promoted Associate Professors, 1982--1990

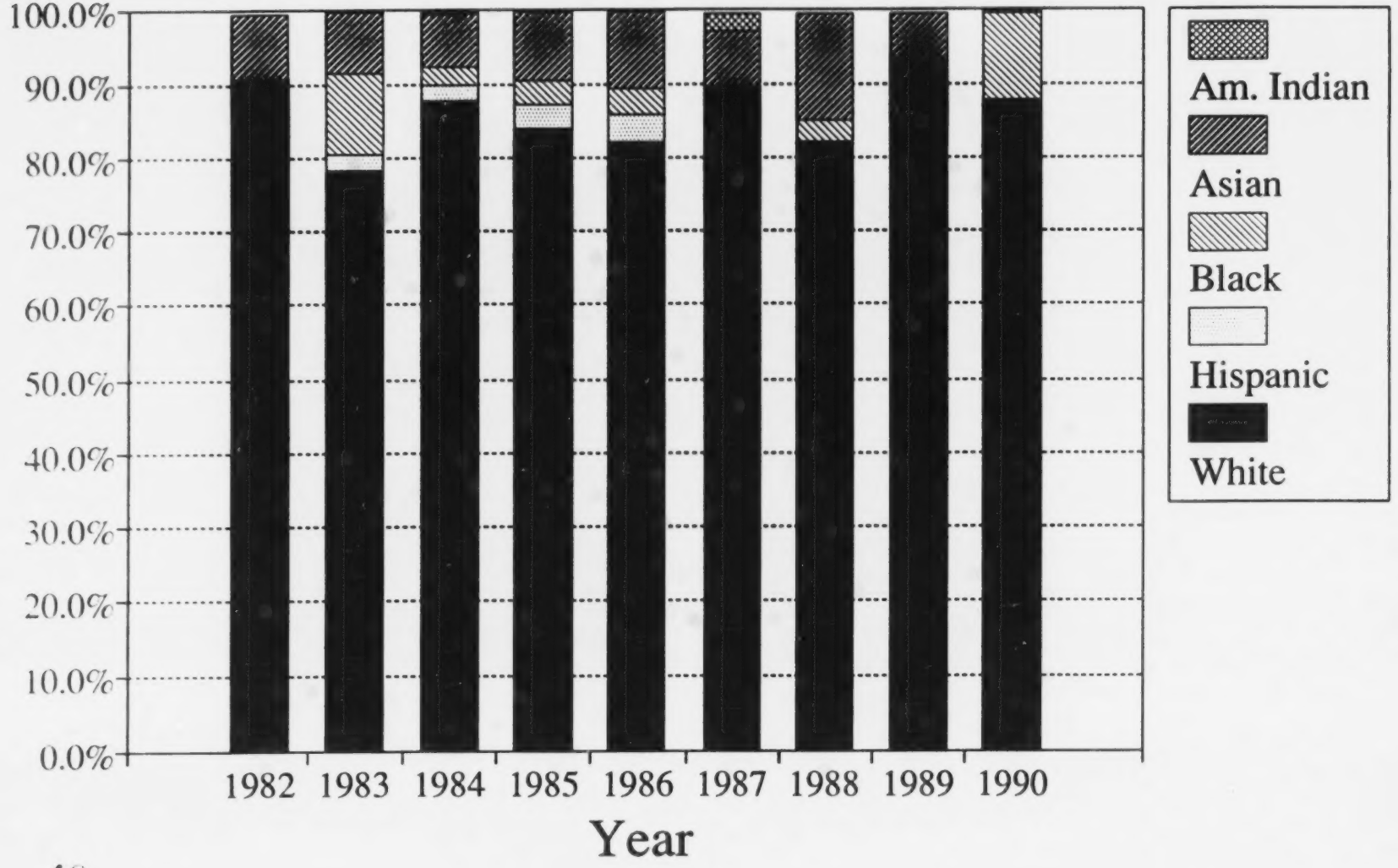


Figure 1

Percentage of Newly Promoted Men and Women Associate Professors, 1982--1990

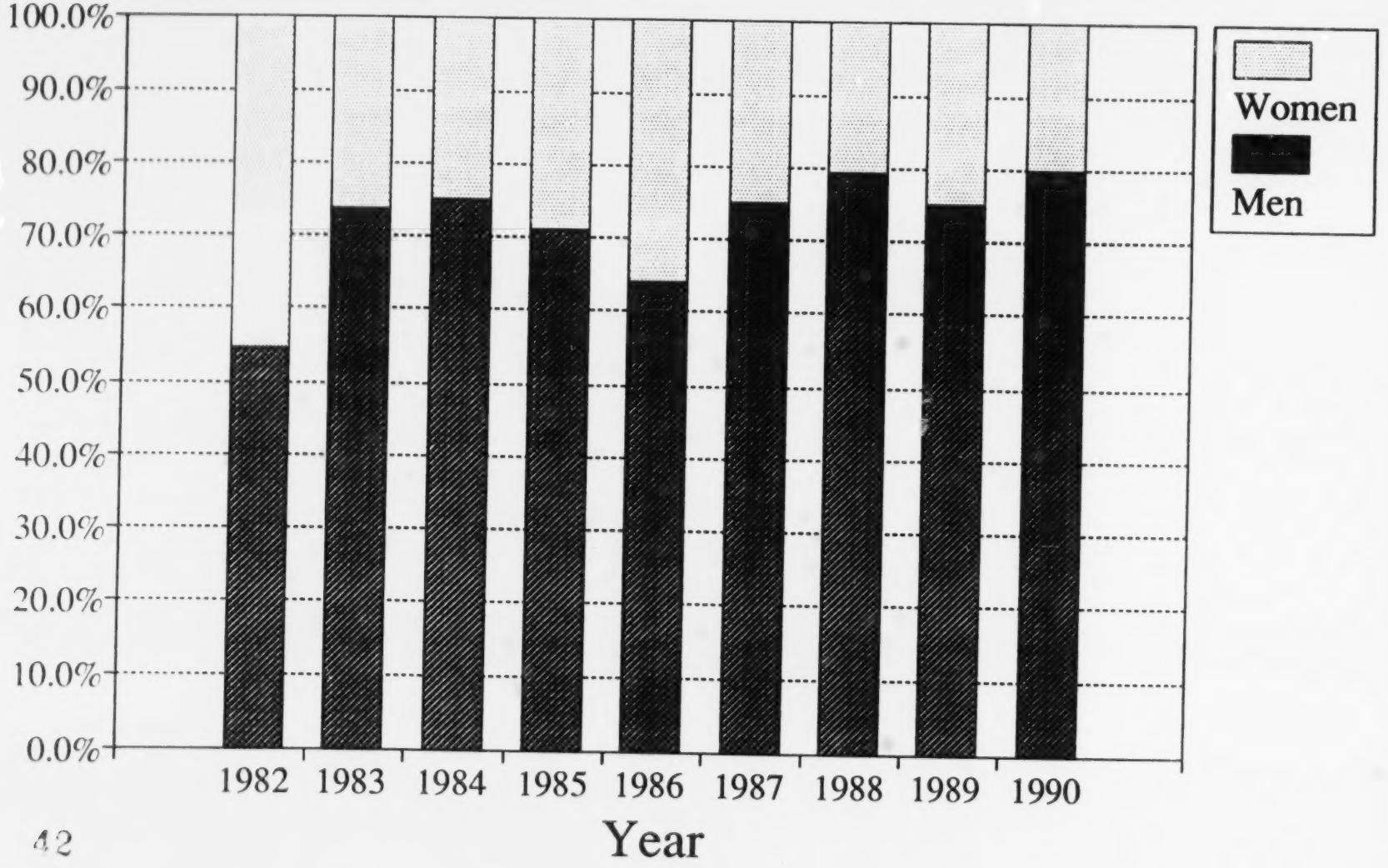


Figure 2

Hired-as-Associate Classes of 1982 to 1987

This report analyzes the award of tenure and the promotion to professor of members of the hired-as-associate classes of 1982 through 1987, and whether those class members who were not promoted to professor left UMCP. Data collected by the Office of Institutional Studies for the analysis of promotion and tenure of UMCP faculty include data on associate professors who were hired at that rank in the seven-year period 1982 to 1988. This time period includes seven hired-as-associate "classes"--the classes of 1982 to 1988. (Class members are all those hired between October 1 of one year and September 30 of the next year, the class year.) The class of 1988 is omitted from this analysis because none of these faculty had been promoted as of Fall 1990.

An earlier promotion and tenure study at UMCP (Office of Institutional Studies, 1984) included all of the associate professors who were hired at that rank in 1973, 1975, or 1977. The faculty in these three classes were selected as a sample from the population of all the classes from 1973 through 1978. Only 1 of the 20 faculty in the three classes, a white man, did not receive tenure. As of Fall 1985, the promotion rates for the three samples combined were 4 of 18 (22%) for men and 2 of 2 (100%) for women (Office of Institutional Studies, 1986a). By Fall 1988, 6 of the 18 men (33%) and both women (100%) had been promoted (Office

of Institutional Studies, 1988). There was no statistically significant relation between sex and promotion rate for all classes combined, either in 1985 or 1988. An analysis by racial/ethnic group of combined data for the three classes (Office of Institutional Studies, 1986b) found the following promotion data as of Fall 1985 for the two racial/ethnic groups that were represented: the 1 Asian and 5 of the 19 Whites (26%) had been promoted to professor.

Analysis

Population and Sample

The members of the study population and sample were all those associate professors at UMCP who were hired at that rank between 1982 and 1987. This includes six hired-as-associate classes. The members of the population were identified from lists developed as part of the faculty salary study that is conducted annually by the Office of Institutional Studies.

Award of Tenure

Of the 52 faculty in the hired-as-associate classes of 1982 to 1987, only 2 did not receive tenure (see Table 1). Both were white men; 1 was hired in Arts and Humanities and 1 in Engineering.

Fifty faculty in the hired-as-associate classes received tenure. Twenty-nine (55.8% of the 52 faculty in the classes)

received tenure when they were hired, and 21 (40.4%) were awarded tenure within one or two years of being hired as the result of the review process. (Although the tenure review occurred within one year of the class year, in some years the award of tenure was effective in the year of the review and in others the award of tenure was postponed until the following year.) The number and proportion of the 52 faculty who received tenure when they were hired and the number and proportion who received tenure as the result of a review are given in Table 1, by class, sex, racial/ethnic group, and unit.

Promotion Rates by Class, Sex, Racial/Ethnic Group, and Unit

The various classes had differing numbers of opportunities to be promoted to professor; for example, the class of 1987 had three opportunities (in 1988, 1989, and 1990) and the class of 1982 had eight opportunities. Men and women, various racial/ethnic groups, and the academic units were not equally represented in all years of the period. It is important to control for the differing number of years that have passed since the various classes were hired as associate professor, and thus the differing number of opportunities to be promoted to professor. Thus, in addition to indicating the number and percentage promoted by 1990 for the classes of 1982 to 1987, Tables 2 and 3 also indicate the number and percentage promoted within three years, and, for the classes of 1982 to 1984, the number and percentage promoted within six years.

Promotion by 1990. Table 2 presents the number of faculty in the classes of 1982 through 1987, by class, by sex, and by racial/ethnic group. There were 47 men and 5 women in these classes. All of the women were White. Among the men, there were no American Indians, 4 Asians, 3 Blacks, 1 Hispanic, and 39 Whites. Of the 52 associate professors, 20 (38.5%) were promoted by 1990. The rate of promotion was highest for the class of 1983 (55.6%), and lowest for the class of 1985 (11.1%). The faculty promoted included 42.6% percent of the 47 men and none of the 5 women. To determine whether these differences by sex are statistically significant requires an examination by academic unit because the promotion rates varied among the academic units (see below). All 4 of the Asians and the 1 Hispanic were promoted, as were 2 of the 3 Blacks (66.7%) and 13 of the 44 Whites (29.5%).

Table 3 presents the data by academic unit. The rate of promotion varied widely by unit. Of units having 5 or more faculty in the classes, the highest rates were 3 of 5 (60.0%) in Computer, Mathematical, and Physical Sciences, and 7 of 13 (53.8%) in Engineering; the lowest rate was 2 of 13 (15.4%) in Arts and Humanities. The women in the classes of 1982 through 1987 were in four colleges: 1 in Agriculture, 2 in Arts and Humanities, 1 in Behavioral and Social Sciences, and 1 in Education. There were no men in these classes in Education. In the other three colleges in which there were women, the promotion rates for men were 2/4 in

Agriculture, 2/11 in Arts and Humanities, and 2/4 in Behavioral and Social Sciences. Based on the promotion rates for men in these three colleges, the probability that none of the 4 women in these colleges would be promoted was about one sixth.

Promotion within three years. Eight of 52 faculty (15.4%) were promoted to professor within three years of being hired as associate professor. This included 2 of the 6 members (33.3%) of the class of 1982 and 3 of 10 (30.0%) in the class of 1987 (see Table 2). Seventeen percent of men and no women were promoted within three years of being hired. One of 4 Asians (25.0%) and 7 of 44 Whites (15.9%) but no Blacks or Hispanics were promoted within three years. As indicated in Table 3, those promoted within three years represented seven units at UMCP--Arts and Humanities; Behavioral and Social Sciences; Computer, Mathematical, and Physical Sciences; Engineering; Human Ecology; Journalism; and Public Affairs.

Promotion within six years. Of the 23 faculty in the classes of 1982 through 1984, 11 (47.8%) were promoted to professor within six years of being hired as associate professor (see Table 2). This included 50.0 percent of the class of 1982, 44.4 percent of the class of 1983, and 50.0 percent of the class of 1984. Eleven of the 21 men (52.4%) and neither of the 2 women were promoted within six years. Among the racial/ethnic groups, the 3 Asians,

2 Blacks, and 1 Hispanic were all promoted, as were 5 of the 17 (29.4%) Whites.

As indicated in Table 3, there were only two units that had 5 or more faculty in the classes of 1982 to 1984. The promotion rates within six years for these two units were 6 of 7 (85.7%) in Engineering and 1 of 6 (16.7%) in Arts and Humanities.

Faculty Who Were Not Promoted to Professor by 1990

Table 4 presents the number and percentage of faculty in the classes of 1982 to 1987 who were not promoted by 1990, and the number and percentage of the nonpromoted faculty who were no longer at UMCP as tenured faculty by August 1990, by class, by sex, and by racial/ethnic group. Table 5 presents the same data by academic unit. In addition, the tables present the number of faculty who were not promoted but remained at UMCP as tenured faculty, and the percentage these represent of the original classes.

As discussed above, the number and percentage promoted are affected by the fact that earlier classes have had more opportunities to be promoted than have the later classes. In addition, the distribution by sex, racial/ethnic group, and unit differed by class. These cautions apply equally to the number and percentage not promoted, not promoted and no longer at UMCP as tenured faculty, and not promoted but remain at UMCP as tenured faculty. Nevertheless, Tables 4 and 5 are useful for determining how many faculty in the hired-as-associate classes were no longer

tenured faculty at UMCP and how many remained as associate professors at UMCP in Fall 1990.

Nonpromoted faculty who are no longer tenured faculty at UMCP. Of the 52 faculty, 32 had not been promoted as of 1990 (see Table 4). Seven of these 32 have left UMCP. The overall rate of faculty leaving without promotion was 13.5 percent (7/52). The rate of faculty leaving was highest for the class of 1982 (2 of 6, or 33.3%). No one left from the Class of 1987. Whereas none of the 5 women left, the rate of leaving for men was 7 of 47 (14.9%). All of those who left were Whites; the rate of leaving for Whites was 7 of 44 (15.9%). The rate of leaving in each of the two units having at least 5 nonpromoted faculty was 1 of 13 (7.7%). These units were Arts and Humanities and Engineering (see Table 5).

Not promoted and remain at UMCP. As a result of the promotions and faculty departures discussed above, 25 members of the original 52 (48.1%) in the hired-as-associate classes remained as associate professors at UMCP in Fall 1990. The number of faculty who were neither promoted nor left UMCP and the percentage they represent of the original classes are given in Tables 4 and 5 by class, sex, racial/ethnic group, and unit.

Summary

This report has analyzed award of tenure and promotion to professor for the 52 faculty who were hired as associate professors in the classes of 1982 to 1987. The analysis includes the promotion rate as of 1990 by class, sex, racial/ethnic group, and unit. In order to control for the differing number of opportunities that members of the various classes had to be considered for promotion, the report also indicates the rate of promotion within three years, and, for the classes of 1982 to 1984, the rate of promotion within six years. The report also presents an analysis of the faculty in the classes of 1982 to 1987 who were not promoted by 1990, of the nonpromoted faculty were no longer tenured faculty at UMCP by August 1990, and of those who were not promoted nor left UMCP. Among the results of the analysis are the following:

Only 2 of the 52 faculty were not awarded tenure.

By the Fall of 1990, 20 of the 52 associate professors (38.5%) in the classes of 1982 to 1987 had been promoted. Eight of the faculty (15.4%) were promoted to professor within three years of being hired as associate professor.

Of the 23 faculty in the classes of 1982 through 1984, 11 (47.8%) were promoted to professor within six years of being hired as associate professor. No women and 52.4 percent of the men were promoted to professor within six years. (Based on the promotion

rates for men in the same colleges as 4 of the women, the probability that none of the 4 women would be promoted was about one sixth.) The rate of promotion within six years was 100 percent for Asians, Blacks, and Hispanics, and 29.4 percent for Whites. The rate of promotion varied by academic unit.

Of the 52 faculty in the classes of 1982 through 1987, 32 had not been promoted as of 1990. Seven of these 32 have left UMCP, for a rate of leaving without promotion of 13.5 percent (7/52).

As a result of promotions and departures from UMCP, 25 of the original 52 (48.1%) in the hired-as-associate classes remained as associate professors at UMCP in Fall 1990.

Table 1

Hired-as-Associate Classes of 1982 to 1987: Award of Tenure, By Class, Sex, Racial/Ethnic Group, and Unit

		Tenured When Hired		Tenured After Review		Not Tenured	
By Class	Total N	Number	Percentage	Number	Percentage	Number	Percentage
1982	6	3	50.0%	3	50.0%	0	0.0%
1983	9	4	44.4	5	55.6	0	0.0
1984	8	3	37.5	4	50.0	1	12.5
1985	9	5	55.6	4	44.4	0	0.0
1986	10	6	60.0	3	30.0	1	10.0
1987	10	8	80.0	2	20.0	0	0.0
Total	52	29	55.8	21	40.4	2	3.8
By Sex							
Men	47	27	57.4%	18	38.3%	2	4.3%
Women	5	2	40.0	3	60.0	0	0.0
Total	52	29	55.8	21	40.4	2	3.8
By Racial/Ethnic Group							
American Indian	0						
Asian	4	1	25.0%	3	75.0%	0	0.0%
Black	3	3	100.0	0	0.0	0	0.0
Hispanic	1	0	0.0	1	100.0	0	0.0
White	44	25	56.8	17	38.6	2	4.5
Total	52	29	55.8	21	40.4	2	3.8
By Unit							
Agriculture	5	2	40.0%	3	60.0%	0	0.0%
Architecture	1	1	100.0	0	0.0	0	0.0
Arts & Humanities	13	5	38.5	7	53.8	1	7.7
Behavioral & Social Sciences	5	4	80.0	1	20.0	0	0.0
Business & Management	2	2	100.0	0	0.0	0	0.0
Computer, Math. & Phys. Sciences	5	5	100.0	0	0.0	0	0.0
Education	1	0	0.0	1	100.0	0	0.0
Engineering	13	5	38.5	7	53.8	1	7.7
Health & Human Performance	1	1	100.0	0	0.0	0	0.0
Human Ecology	2	2	100.0	0	0.0	0	0.0
Journalism	1	1	100.0	0	0.0	0	0.0
Library & Information Services	0						
Life Sciences	2	0	0.0	2	100.0	0	0.0
Public Affairs	1	1	100.0	0	0.0	0	0.0
All Units	52	29	55.8	21	40.4	2	3.8

Table 2

Hired-as-Associate Classes of 1982 to 1987: Rate of Promotion to Professor, By Class, Sex, and Racial/Ethnic Group

		Promoted to Professor		*Promoted Within 3 Years*		Classes of 1982 to 1984 Only: *Promoted Within 6 Years*		
By Class	Total N	Number	Percentage	Number	Percentage	Total N	Number	Percentage
1982	6	3	50.0%	2	33.3%	6	3	50.0%
1983	9	5	55.6	1	11.1	9	4	44.4
1984	8	4	50.0	0	0.0	8	4	50.0
1985	9	1	11.1	1	11.1			
1986	10	4	40.0	1	10.0			
1987	10	3	30.0	3	30.0			
Total	52	20	38.5	8	15.4	23	11	47.8
By Sex								
Men	47	20	42.6%	8	17.0%	21	11	52.4%
Women	5	0	0.0	0	0.0	2	0	0.0
Total	52	20	38.5	8	15.4	23	11	47.8
By Racial/Ethnic Group								
American Indian	0					0		
Asian	4	4	100.0%	1	25.0%	3	3	100.0%
Black	3	2	66.7	0	0.0	2	2	100.0
Hispanic	1	1	100.0	0	0.0	1	1	100.0
White	44	13	29.5	7	15.9	17	5	29.4
Total	52	20	38.5	8	15.4	23	11	47.8

Table 3

Hired-as-Associate Classes of 1982 to 1987: Rate of Promotion to Professor, By Unit

By Unit	Total N	*Promoted to Professor* Number	Percentage	*Promoted Within 3 Years* Number	Percentage	Classes of 1982 to 1984 Only: Total N	*Promoted Within 6 Years* Number	Percentage
Agriculture	5	2	40.0%	0	0.0%	3	1	33.3%
Architecture	1	0	0.0	0	0.0	0		
Arts & Humanities	13	2	15.4	1	7.7	6	1	16.7
Behavioral & Social Sciences	5	2	40.0	2	40.0	2	1	50.0
Business & Management	2	0	0.0	0	0.0	1	0	0.0
Computer, Math. & Phys. Sciences	5	3	60.0	1	20.0	1	1	100.0
Education	1	0	0.0	0	0.0	0		
Engineering	13	7	53.8	1	7.7	7	6	85.7
Health & Human Performance	1	0	0.0	0	0.0	1	0	0.0
Human Ecology	2	1	50.0	1	50.0	2	1	50.0
Journalism	1	1	100.0	1	100.0	0		
Library & Information Services	0					0		
Life Sciences	2	1	50.0	0	0.0	0		
Public Affairs	1	1	100.0	1	100.0	0		
All Units	52	20	38.5	8	15.4	23	11	47.8

By Unit for Women

By Unit	Total N	*Promoted to Professor* Number	Percentage	*Promoted Within 3 Years* Number	Percentage	Classes of 1982 to 1984 Only: Total N	*Promoted Within 6 Years* Number	Percentage
Agriculture	1	0	0.0%	0	0.0%	0		
Arts & Humanities	2	0	0.0	0	0.0	2	0	0.0%
Behavioral & Social Sciences	1	0	0.0	0	0.0	0		
Education	1	0	0.0	0	0.0	0		
All Units	5	0	0.0	0	0.0	2	0	0.0

Table 4

Hired-as-Associate Classes of 1982 to 1987: Rate of Nonpromotion and Leaving UMCP, By Class, Sex, and Racial/Ethnic Group

By Class	Total N	*Not Promoted* Number	Percentage	*Not Promoted–Left* Number	Percentage	*Not Promoted–Remain* Number	Percentage
1982	6	3	50.0%	2	33.3%	1	16.7%
1983	9	4	44.4	1	11.1	3	33.3
1984	8	4	50.0	2	25.0	2	25.0
1985	9	8	88.9	1	11.1	7	77.8
1986	10	6	60.0	1	10.0	5	50.0
1987	10	7	70.0	0	0.0	7	70.0
Total	52	32	61.5	7	13.5	25	48.1
By Sex							
Men	47	27	57.4%	7	14.9%	20	42.6%
Women	5	5	100.0	0	0.0	5	100.0
Total	52	32	61.5	7	13.5	25	48.1
By Racial/Ethnic Group							
American Indian	0						
Asian	4	0	0.0%	0	0.0%	0	0.0%
Black	3	1	33.3	0	0.0	1	33.3
Hispanic	1	0	0.0	0	0.0	0	0.0
White	44	31	70.5	7	15.9	24	54.5
Total	52	32	61.5	7	13.5	25	48.1

Table 5

Hired-as-Associate Classes of 1982 to 1987: Rate of Nonpromotion and Leaving UMCP By Unit

By Unit	Total N	*Not Promoted* Number	Percentage	*Not Promoted–Left* Number	Percentage	*Not Promoted–Remain* Number	Percentage
Agriculture	5	3	60.0%	1	20.0%	2	40.0%
Architecture	1	1	100.0	0	0.0	1	100.0
Arts & Humanities	13	11	84.6	1	7.7	10	76.9
Behavioral & Social Sciences	5	3	60.0	1	20.0	2	40.0
Business & Management	2	2	100.0	0	0.0	2	100.0
Computer, Math. & Phys. Sciences	5	2	40.0	1	20.0	1	20.0
Education	1	1	100.0	0	0.0	1	100.0
Engineering	13	6	46.2	1	7.7	5	38.5
Health & Human Performance	1	1	100.0	1	100.0	0	0.0
Human Ecology	2	1	50.0	1	50.0	0	0.0
Journalism	1	0	0.0	0	0.0	0	0.0
Library & Information Services	0						
Life Sciences	2	1	50.0	0	0.0	1	50.0
Public Affairs	1	0	0.0	0	0.0	0	0.0
All Units	52	32	61.5	7	13.5	25	48.1

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Promoted-to-Associate Classes of 1982 to 1987

This report analyzes the promotion to professor of members of the promoted-to-associate classes of 1982 through 1987, and the termination of those class members who were not promoted to professor before they left UMCP. Data collected by the Office of Institutional Studies for the analysis of promotion and tenure of UMCP faculty include data on associate professors who were promoted to that rank in the nine-year period 1982 to 1990. This time period includes nine promoted-to-associate "classes"--those promoted each year from 1982 to 1990. The classes of 1988 through 1990 are omitted from this analysis because none of these faculty had been promoted as of Fall 1990.

An earlier promotion and tenure study at UMCP (Office of Institutional Studies, 1984) included all of the associate professors who were promoted to that rank in 1973, 1975, or 1977. The faculty in these three classes were selected as a sample from the population of all the classes from 1973 through 1978. As of Fall 1985, the promotion rates for the three classes combined were 35 of 101 (35%) for men and 3 of 15 (20%) for women (Office of Institutional Studies, 1986a). As of Fall 1988, 39 of the 101 men (39%) and 4 of the 15 women (27%) had been promoted (Office of Institutional Studies, 1988). There was no statistically significant relation in these data between sex and promotion rates

for any of the classes or for all classes combined as of Fall 1985 or Fall 1988. An analysis by racial/ethnic group of combined data for the three classes (Office of Institutional Studies, 1986b) found the following promotion data as of Fall 1985 for the racial/ethnic groups that were represented: neither of the 2 Blacks had been promoted to professor; 3 of 5 Asians (60%) and 35 of 109 Whites (32%) had been promoted. The number of Blacks was too small for there to be any statistical significance in the difference between their promotion rates and those of Asians or Whites.

Analysis

Population and Sample

The members of the study population and sample were all those associate professors at UMCP who were promoted to that rank between 1982 and 1987. This includes six promoted-to-associate classes. The members of the population were identified from promotion lists circulated annually by the Office of the Vice President for Academic Affairs.

Promotion Rates by Class, Sex, Racial/Ethnic Group, and Unit

The various classes had differing numbers of opportunities to be promoted to professor; for example, the class of 1987 had three opportunities (in 1988, 1989, and 1990) and the class of 1982 had eight opportunities. Men and women, various racial/ethnic groups,

and the academic units were not equally represented in all years of the period. It is important to control for the differing number of years that have passed since the various classes were promoted to associate professor, and thus the differing number of opportunities to be promoted to professor. Thus, in addition to indicating the number and percentage promoted by 1990 for the classes of 1982 to 1987, Tables 1 and 2 also indicate the number and percentage promoted within three years, and, for the classes of 1982 to 1984, the number and percentage promoted within six years.

Promotion by 1990. Table 1 presents the number of faculty in the classes of 1982 through 1987, by class, by sex, and by racial/ethnic group. Of the 207 associate professors in these classes, 51 (24.6%) were promoted by 1990. The rate of promotion was highest for the earliest class, the class of 1982 (45.5%), and lowest for the most recent class, the class of 1987 (7.5%). The faculty promoted included 25.3 percent of men and 23.0 percent of women. Neither the 1 American Indian nor any of the 8 Blacks had been promoted; however 8 of the 18 Asians (44.4%), 1 of 4 Hispanics (25.0%) and 42 of 176 Whites (23.9%) had been promoted. Table 2 presents the data by academic unit. The rate of promotion varied widely by unit. The highest rates were 53.1 percent (17/32) in Computer, Mathematical, and Physical Sciences, and 40.0 percent (6/15) in Life Sciences. The lowest rate among units having 5 or

more faculty in these classes was 15.0 percent in Engineering (3/20).

Promotion within three years. Nine of 207 faculty (4.3%) were promoted to professor within three years of their promotion to associate professor. This included 4 of the 28 members (14.3%) of the class of 1986 and 3 of 40 (7.5%) in the class of 1987 (see Table 1). A somewhat higher percentage of women than of men were promoted within three years (6.6% of women, 3.4% of men). All of those promoted to professor within three years of their promotion to associate professor were White. As indicated in Table 2, those promoted within three years represented five units at UMCP--Agriculture; Arts and Humanities; Computer, Mathematical, and Physical Sciences; Education; and Life Sciences.

Promotion within six years. Of the 108 faculty in the classes of 1982 through 1984, 33 (30.6%) were promoted to professor within six years of their promotion to associate professor (see Table 1). This included 45.5 percent of the class of 1982, 21.7 percent of the class of 1983, and 32.5 percent of the class of 1984. Women were somewhat more likely than men to have been promoted. Of the 32 women, 11 (34.4%) had been promoted; of the 76 men, 22 (28.9%) had been promoted. The rate of promotion by racial/ethnic group varied widely. There were no American Indians among the three classes. Of the 9 Asians, 8 (88.9%) were promoted within six years. None of the 6 Blacks was promoted. Of 2 Hispanics, 1

(50.0%) was promoted. Twenty-four of 91 Whites (26.4%) were promoted within six years. To determine whether these differences by racial/ethnic group are statistically significant requires an examination by academic unit because the promotion rates varied widely among the academic units (see below).

Men and women were not equally represented among the racial/ethnic groups in the classes of 1982 to 1984. All 9 of the Asians in these classes were men. The 6 Blacks included 2 women and 4 men. Both Hispanics were women. Twenty-eight of the Whites were women; of these, 10 were promoted (35.7%). Sixty-three of the Whites were men; 14 of these were promoted (22.2%).

As indicated in Table 2, the promotion rate within six years for the classes of 1982 to 1984 varied substantially by academic unit. Of the units with 5 or more faculty in these classes, the highest rates of promotion were found in Life Sciences (4/6--66.7%) and in Computer, Mathematical, and Physical Sciences (10/16--62.5%), while the lowest rate of promotion was in Arts and Humanities (3/31--9.7%). The distribution of members of the racial/ethnic groups among the units was not uniform. In particular, 5 of the 6 Blacks were in Arts and Humanities, the unit whose rate of promotion was only 9.7 percent. The 6th Black was in Behavioral and Social Sciences whose rate of promotion was 42.9 percent. If Blacks were promoted at the rates characteristic of their units, the probability would be about one third that none of

the 6 Blacks in the classes of 1982 to 1984 would be promoted within six years. Similarly, the probability would be about two thirds that none of the 8 Blacks in the classes of 1982 to 1987 would be promoted within three years.

Faculty Who Were Not Promoted to Professor by 1990

Table 3 presents the number and percentage of faculty in the classes of 1982 to 1987 who were not promoted by 1990, and the number and percentage of the nonpromoted faculty who terminated by August 1990, by class, by sex, and by racial/ethnic group. Table 4 presents the same data by academic unit. In addition, the tables present the number of faculty who were not promoted or terminated, and the percentage these represent of the original classes.

As discussed above, the number and percentage promoted are affected by the fact that earlier classes have had more opportunities to be promoted than have the later classes. In addition, the distribution by sex, racial/ethnic group, and unit differed by class. These cautions apply equally to the number and percentage not promoted, not promoted but terminated, and not promoted or terminated. Nevertheless, Tables 3 and 4 are useful for determining how many faculty in the promoted-to-associate classes have terminated and how many remained as associate professors at UMCP in Fall 1990.

Terminations of nonpromoted faculty. Of the 207 faculty, 156 had not been promoted as of 1990 (see Table 3). Nineteen of these

156 have left UMCP. The overall rate of termination without promotion was 9.2 percent (19/207). The rate by class was lowest for the class of 1982 (1 of 22, or 4.5%), and highest for the class of 1983 (5 of 46, or 10.9%). The rate of termination was slightly greater for men than for women (9.6% versus 8.2%). Among the racial/ethnic groups, there was 1 termination from each of three groups--American Indians, Blacks, and Hispanics. There were no terminations among Asians, and 16 among Whites. Among the units having at least 5 nonpromoted faculty, the largest rate of termination was in Agriculture (4/22, or 18.2%); there were no terminations in Engineering of 20 faculty in the classes, and none in Health and Human Performance of 6 faculty in the classes (see Table 4).

Not promoted or terminated. As a result of the promotions and terminations discussed above, 137 members of the original 207 (66.2%) in the promoted-to-associate classes remained as associate professors at UMCP in Fall 1990. The number of faculty who were neither promoted nor terminated and the percentage they represent of the original classes are given in Tables 3 and 4 by class, sex, racial/ethnic group, and unit.

Summary

This report has analyzed the rate of promotion of associate professors to professor for those 207 faculty who were promoted to associate professor between 1982 and 1987. The analysis includes the promotion rate as of 1990 by class, sex, racial/ethnic group, and unit. In order to control for the differing number of opportunities that members of the various classes had to be considered for promotion, the report also indicates the rate of promotion within three years, and, for the classes of 1982 to 1984, the rate of promotion within six years. The report also presents an analysis of the faculty in the classes of 1982 to 1987 who were not promoted by 1990, of the nonpromoted faculty who terminated by August 1990, and of those who were not promoted or terminated. Among the results of the analysis are the following:

By the Fall of 1990, 51 of the 207 associate professors (24.6%) in the classes of 1982 to 1987 had been promoted. Nine of the faculty (4.3%) were promoted to professor within three years of their promotion to associate professor.

Of the 108 faculty in the classes of 1982 through 1984, 33 (30.6%) were promoted to professor within six years of their promotion to associate professor. A somewhat greater percentage of women than of men had been promoted within six years (34.4% of women; 28.9% of men). The rate of promotion varied widely by racial/ethnic group and by academic unit.

Of the 207 faculty in the classes of 1982 through 1987, 156 had not been promoted as of 1990. Nineteen of these 156 have left UMCP, for a rate of termination without promotion of 9.2 percent (19/207).

As a result of promotions and terminations, 137 members of the original 207 (66.2%) in the promoted-to-associate classes remained as associate professors at UMCP in Fall 1990.

Table 1

Promoted-to-Associate Classes of 1982 to 1987: Rate of Promotion to Professor, By Class, Sex, and Racial/Ethnic Group

By Class	Total N	*Promoted to Professor* Number	Percentage	*Promoted Within 3 Years* Number	Percentage	Classes of 1982 to 1984 Only: Total N	*Promoted Within 6 Years* Number	Percentage
1982	22	10	45.5%	1	4.5%	22	10	45.5%
1983	46	13	28.3	0	0.0	46	10	21.7
1984	40	13	32.5	1	2.5	40	13	32.5
1985	31	7	22.6	0	0.0			
1986	28	5	17.9	4	14.3			
1987	40	3	7.5	3	7.5			
Total	207	51	24.6	9	4.3	108	33	30.6
By Sex								
Men	146	37	25.3%	5	3.4%	76	22	28.9%
Women	61	14	23.0	4	6.6	32	11	34.4
Total	207	51	24.6	9	4.3	108	33	30.6
By Racial/Ethnic Group								
American Indian	1	0	0.0%	0	0.0%	0		
Asian	18	8	44.4	0	0.0	9	8	88.9%
Black	8	0	0.0	0	0.0	6	0	0.0
Hispanic	4	1	25.0	0	0.0	2	1	50.0
White	176	42	23.9	9	5.1	91	24	26.4
Total	207	51	24.6	9	4.3	108	33	30.6

Table 2

Promoted-to-Associate Classes of 1982 to 1987: Rate of Promotion to Professor, By Unit

By Unit	Total N	*Promoted to Professor* Number	Percentage	*Promoted Within 3 Years* Number	Percentage	Classes of 1982 to 1984 Only: Total N	*Promoted Within 6 Years* Number	Percentage
Agriculture	22	4	18.2%	1	4.5%	14	3	21.4%
Architecture	3	1	33.3	0	0.0	3	1	33.3
Arts & Humanities	56	9	16.1	4	7.1	31	3	9.7
Behavioral & Social Sciences	18	3	16.7	0	0.0	7	3	42.9
Business & Management	7	2	28.6	0	0.0	3	2	66.7
Computer, Math. & Phys. Sciences	32	17	53.1	2	6.3	16	10	62.5
Education	19	4	21.1	1	5.3	10	3	30.0
Engineering	20	3	15.0	0	0.0	8	2	25.0
Health & Human Performance	6	1	16.7	0	0.0	5	1	20.0
Human Ecology	6	1	16.7	0	0.0	2	1	50.0
Journalism	2	0	0.0	0	0.0	2	0	0.0
Library & Information Services	1	0	0.0	0	0.0	1	0	0.0
Life Sciences	15	6	40.0	1	6.7	6	4	66.7
Public Affairs	0							
All Units	207	51	24.6	9	4.3	108	33	30.6

By Unit for Blacks

By Unit	Total N	*Promoted to Professor* Number	Percentage	*Promoted Within 3 Years* Number	Percentage	*Promoted Within 6 Years* Total N	Number	Percentage
Arts & Humanities	6	0	0.0%	0	0.0%	5	0	0.0%
Behavioral & Social Sciences	2	0	0.0	0	0.0	1	0	0.0
All Units	8	0	0.0	0	0.0	6	0	0.0

Table 3

Promoted-to-Associate Classes of 1982 to 1987: Rate of Nonpromotion and Termination, By Class, Sex, and Racial/Ethnic Group

By Class	Total N	*Not Promoted* Number	Percentage	*Not Promoted–Terminated* Number	Percentage	*Not Promoted or Terminated* Number	Percentage
1982	22	12	54.5%	1	4.5%	11	50.0%
1983	46	33	71.7	5	10.9	28	60.9
1984	40	27	67.5	4	10.0	23	57.5
1985	31	24	77.4	3	9.7	21	67.7
1986	28	23	82.1	2	7.1	21	75.0
1987	40	37	92.5	4	10.0	33	82.5
Total	207	156	75.4	19	9.2	137	66.2
By Sex							
Men	146	109	74.7%	14	9.6%	95	65.1%
Women	61	47	77.0	5	8.2	42	68.9
Total	207	156	75.4	19	9.2	137	66.2
By Racial/Ethnic Group							
American Indian	1	1	100.0%	1	100.0%	0	0.0%
Asian	18	10	55.6	0	0.0	10	55.6
Black	8	8	100.0	1	12.5	7	87.5
Hispanic	4	3	75.0	1	25.0	2	50.0
White	176	134	76.1	16	9.1	118	67.0
Total	207	156	75.4	19	9.2	137	66.2

Table 4

Promoted-to-Associate Classes of 1982 to 1987: Rate of Nonpromotion and Termination, By Unit

By Unit	Total N	*Not Promoted* Number	Percentage	*Not Promoted–Terminated* Number	Percentage	*Not Promoted or Terminated* Number	Percentage
Agriculture	22	18	81.8%	4	18.2%	14	63.6%
Architecture	3	2	66.7	0	0.0	2	66.7
Arts & Humanities	56	47	83.9	5	8.9	42	75.0
Behavioral & Social Sciences	18	15	83.3	2	11.1	13	72.2
Business & Management	7	5	71.4	1	14.3	4	57.1
Computer, Math. & Phys. Sciences	32	15	46.9	2	6.3	13	40.6
Education	19	15	78.9	2	10.5	13	68.4
Engineering	20	17	85.0	0	0.0	17	85.0
Health & Human Performance	6	5	83.3	0	0.0	5	83.3
Human Ecology	6	5	83.3	1	16.7	4	66.7
Journalism	2	2	100.0	0	0.0	2	100.0
Library & Information Services	1	1	100.0	0	0.0	1	100.0
Life Sciences	15	9	60.0	2	13.3	7	46.7
Public Affairs	0						
All Units	207	156	75.4	19	9.2	137	66.2

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